



HEADQUARTERS AND HEADQUARTERS SQUADRON

COMMANDING OFFICER'S EQUAL OPPORTUNITY, SEXUAL HARASSMENT AND HAZING STATEMENT



Beginning with Boot Camp or Officer Candidate School, our Marines and Sailors immediately recognize that they belong to a special organization, which at its core, comprises itself of young men and women who voluntarily join our Naval Service in order to serve our nation. As private citizens, they joined our ranks expecting opportunities to excel in service, based solely upon their performance, in carrying out the tasks assigned to them in their military work environment. That belief carried on with them into this Squadron, where we consider each individual unique, with limitless potential to contribute to the success of this unit. To that end, our leadership throughout the Squadron has an obligation to foster an environment that sustains the individual's creative productivity that is free of needless harassment based upon age, MOS, ethnicity, religious preference, gender, or rank.

As Marines and Sailors, it is our duty to report any form of discrimination, harassment, or hazing. These behaviors represent all that is contrary to our service belief in *Honor, Courage, and Commitment* and ultimately erode our ability to exist as a professional organization. Such behavior within our Squadron will not be tolerated. In addition, intimidation or reprisal as a result of reporting is not acceptable. Knowledge of such occurrences, whether as victim or witness, must be immediately reported. Marines and Sailors are encouraged to use the Informal Resolution System when appropriate. Infractions will be thoroughly investigated and dealt with within the full context of the Uniformed Code of Military Justice as evidence justifies. In addition, those individuals determined to have knowledge of such behavior and fail to disclose such information will also be held accountable.

Within our Naval Service there is no purpose or justification for harassment or hazing among our ranks. In the end, these events corrupt unit cohesion, decrease morale, and inhibit individual and Squadron performance. Our task is to remain ever vigilant for such behavior among all ranks. The leadership of this Squadron must remain engaged in preventing, and eliminating these actions before they occur. Each member of this Squadron has earned the privilege to be called "Marine" or "Sailor". Demeaning our most precious resources, that Marine or Sailor, with any form of harassment or hazing, is simply wrong and counter to our goals. This Squadron is a family...a brotherhood in arms...and our ability to accomplish our mission, in training or combat, is dependant upon treating one another with due respect and dignity. Any questions concerning this policy can be directed to me or the H&HS Equal Opportunity Advisor.

Handwritten signature of Robert B. Ford in black ink.

ROBERT B. FORD
LtCol, U.S. Marine Corps