



EQUAL OPPORTUNITY Commanding Officer's Policy Statement

As the Commanding Officer of MATSG-21, I am fully committed to providing Equal Opportunity (EO) for all military members and Civilian Marines without regard to age, color, gender, race, religion, national origin, or sexual orientation, consistent with the law, regulations, and the requirements for physical and mental abilities. Sexual harassment of any form within the physical or cyber domain will not be tolerated in MATSG-21. Any formal or informal EO complaint or allegation of discrimination of any form on the basis of any of the above reasons will be reported and investigated in accordance with the reference. Those engaging in discrimination and/or sexual harassment are subject to administrative action or disciplinary action under the UCMJ.

How does this impact your ability to complete your mission?

The Marine Corp's success in combat is predicated on a unit that has a high degree of trust, cohesion, and focus. Each member of the team is counted on to perform their portion of the mission. Individuals that allow discrimination and sexual harassment to exist tear at that fabric of trust, impacting mission and success.

What do I want you to do?

1. Build and maintain a cohesive unit of Marines, Sailors, and Civilian Marines who are focused and determined to accomplish their mission.
2. Promote teamwork and cohesion through the elimination of prejudice and harassment.
3. Ensure equal opportunity exists for all Marines, Sailors, and Civilian Marines; that each is prized and appreciated for their individual worth, and that each member of our MATSG team is afforded full opportunity for professional achievement.
4. Build an environment of fairness for all Marines, Sailors, and Civilian Marines. This is crucial to building a cohesive team that can accomplish the mission.
5. Report suspected cases of discrimination to supervisors in the Chain of Command. In such cases, a thorough inquiry/investigation into the complain is required. An EO complaint may be made orally, in writing, or both. Regardless of who initially receives the complaint, it must be forwarded immediately to the proper authority (normally the immediate Commanding Officer of the offending person).

Reference: MCO 5354.1E, Marine Corps Prohibited Activities and Conduct (PAC) Prevention and Response Policy

M. H. JOHNSON
Commanding Officer, MATSG-21