



COMMANDING OFFICER'S EQUAL OPPORTUNITY POLICY

Trust and teamwork are the cornerstones of a healthy command climate, and I am fully committed to the principles of Equal Opportunity. I will provide a professional environment free from discrimination, harassment and reprisal. Everyone in this command has the inherent right to courtesy, dignity, and respect. It is my goal to create and foster an environment that is conducive to mission accomplishment and professional development for everyone, regardless of race, religion, color, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, genetic information, or disability.

Do the right thing, always. There is no place for discrimination and harassment in the Marine Corps or our Air Station. We will hold the highest standard. All reported incidents of harassment in the workplace will be investigated in a timely manner and appropriate disciplinary action will be taken against the individual or individuals who were found to have harassed or discriminated against a civilian employee.

- **Build Good Habits.** We will always adhere to professionalism, dignity and respect for one another.
- **Never leave a Marine, Sailor or Civilian Marine behind.** We will treat each other with dignity and respect that they deserve. MCAS Camp Pendleton personnel will not be bystanders; if you are aware of any action committed by others that are counter to this policy, it is your duty to put a stop to it and inform your chain of command.
- **Work within your chain of leadership.** Members of this command should attempt to resolve these issues at the lowest level possible. Engage your chain of command and use the Informal Resolution System (IRS) or Alternate Dispute Resolution (ADR) options such as mediation or conflict coaching to resolve issues quickly and fairly in the workplace. If the option does not bring resolution, the preferred course of action is to contact one of our command Equal Opportunity Representatives/ Equal Opportunity Employer (EEO) and/or Request Mast. I assure you the confidentiality of any individual bringing a claim of harassment or discrimination will be protected, and that individual will be free from reprisal.

Leaders you are entrusted to take care of our most important asset - our people and provide a safe and healthy environment for them to thrive. I expect everyone to speak up if you are not afforded a fair and professional work environment.

Semper Parati,

Christine M. Houser
Commanding Officer
MCAS Camp Pendleton "Point Break"