

VMM-263 Commanding Officer's Equal Opportunity Policy



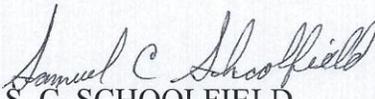
Equal Opportunity is not a new idea or concept. Rather, it is a belief as venerable and important to us as our 14 Leadership Traits, guiding how we expect to be treated as Marines.

Our Core Values of Honor, Courage and Commitment are central to our service to the Nation. Likewise, Semper Fidelis — “Always Faithful”—is more than just our motto. It is a foundation for living that expresses our dedication to the Corps and the respect we must demonstrate toward our fellow Marines.

Every Marine has an absolute right to be treated with dignity and respect – regardless of race, color, gender, religion, age, or national origin. Discrimination and harassment, in any form, are violations of who we are and what we stand for as a Corps. These negative behaviors diminish us as an institution and tarnish our concept of fidelity. Ultimately, they damage our ability to accomplish the mission by reducing effectiveness, eroding trust and degrading readiness.

We will strive to resolve discrimination problems early and at the lowest possible level through the Informal Resolution System. If a formal complaint is appropriate, we recommend use of the Request Mast process. Additionally, Marines and Sailors are encouraged to seek advice and assistance from our squadron Equal Opportunity (EO) Representative, or MAG 26’s EO Representative if desired. EO Representatives are available to answer questions and will assist any person filing discrimination or sexual harassment complaints.

All Marines deserve an opportunity to achieve their full potential. I will ensure that a proper and professional climate exists for them to do so in VMM-263. It is imperative that we leverage all our individual differences to make the Thunder Eagles a squadron that is greater than the sum of our parts.


S. C. SCHOOLFIELD
Commanding Officer