



## VMM-266 COMMANDING OFFICER EQUAL OPPORTUNITY POLICY



As United States Marines we have been charged to uphold our freedoms by fighting and winning our nation's battles. It is our responsibility to continue this legacy by setting a high standard of professionalism and excellence within VMM-266. **Every Marine of VMM-266 will be provided the dignity and respect they deserve without regard to race, color, religion, gender, age or national origin.**

1. Sexual harassment, or any form of gender discrimination has no place in our corps. This includes joking of a racial, religious, ethnic or of a sexual nature. This also includes sexual gestures, sexual advances, or favors, and comments not related to our day to day professional military appearance. Your personal conduct will not be limited to just the verbal interaction- all forms of discrimination mentioned above will apply to the electronic medium. Viewing, sending, and forwarding inappropriate material over electronic mail or some form of social media will not be tolerated.

2. Hazing and other forms of imprudent punishment illustrate an undisciplined unit. These are not acts of good order and discipline and therefore have no place in VMM-266. Deliberate acts of humiliation, acts designed to harass, or injure are not proper techniques used to train a Marine. The authority to perform them will **NEVER** be granted by anyone at VMM-266

3. Your actions will have consequences and any member of this command who commits, takes part in, or knowingly allows others to participate in any form of harassment or discrimination will be subject to administrative and disciplinary action by the UCMJ. All complaints will be handled expeditiously via the chain of command or the Informal Resolution System and will be taken seriously. The Request Mast process is the preferred method for compliant adjudication and ensures access to the command. Any member of this command who makes a complaint or reports an inappropriate action will have protection from reprisal by MCO 5041.1: Military Whistleblower Protection. In addition, any false allegations will be dealt with seriously and handled appropriately by the command.

4. For any additional assistance please see the VMM-266 Equal Opportunity Representative, or your chain of command.

Semper Fidelis!

  
C. J. BONIFACE  
Commanding Officer