



**COMMANDING GENERAL  
4TH MARINE AIRCRAFT WING**



**POLICY STATEMENT ON  
EQUAL OPPORTUNITY**

As we move forward to fulfill the call to defend our nation we will continue to uphold the integrity of the legacy built by the men and women that have come before us. The history of 4th Marine Aircraft Wing (MAW) is a pillar of the Marine Corps and every local community we have been a part of since our conception.

Every Marine, Sailor and civilian that works within the 4th MAW is essential in accomplishing our mission. Everyone will be given the opportunity to achieve their full potential without regard to national origin, religion, race, color, sex, or sexual orientation. Any form of discrimination or harassment based on these categories shall not be tolerated. Any personnel engaging or condoning in this type of conduct is subject to Punitive and Administrative Actions.

Anyone who believes that he or she has been discriminated against or harassed has two methods for resolving an Equal Opportunity (EO) complaint through the chain of command; informal or formal. The Informal Resolution System (IRS) allows for quick and full resolution at the lowest possible level by addressing the issue directly with the person demonstrating the behavior or by seeking a third party to intervene. If the IRS does not resolve the inappropriate behavior, the formal method can still be used. The option belongs to the complainant. The preferred method for addressing formal complaints of discrimination and/or harassment is Request Mast.

The Equal Opportunity program is a leadership tool established to respond to discrimination and harassment. More importantly it is to leverage the unique background of the Marines, Sailors and civilians to accomplish the mission. Each of you has an inherent duty to report instances of discrimination, harassment and hazing to the chain of command and to do so without fear of reprisal.

For additional assistance, information and training contact your unit's Equal Opportunity Representative. All complaints are to be directed to the 4th Marine Aircraft Wing Equal Opportunity Advisor, Master Sergeant Billy A. Richardson at (504) 697-8155.

  
B. S. JAMES  
BGen, USMCR