



**COMMANDING OFFICER
MARINE CORPS AIR STATION
YUMA, AZ
EQUAL OPPORTUNITY
POLICY STATEMENT**



The policy of this command is to provide equality of treatment. All personnel shall have the opportunity to achieve and serve at their full potential based solely upon individual merit, fitness and ability. Every member of Marine Corps Air Station Yuma should understand that discrimination, sexual harassment and other behavior that demeans the dignity of another person will not be tolerated.

Discrimination is defined as "the act, policy, or procedure that arbitrarily denies equal opportunity because of race, color, religion, gender, age, or national origin to any individual or group of individuals." Acts of discrimination also include Marines, Sailors, and civilians condoning, ignoring, or failing to take corrective action when confronted with such a situation or working environment.

Sexual harassment is defined as "a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission or rejection of such conduct by a person is used as a basis for assignment, promotion, education, reenlistment, separation, and retirement decisions adversely affecting that person."

Your chain of command has an obligation to ensure everyone is fully aware of the Informal Resolution System (IRS) and how it can be utilized to effectively resolve issues at the lowest level. If the IRS does not resolve the issue, the preferred method to file a formal complaint is Request Mast. All complaints will be reviewed expeditiously to ensure swift resolution.

Leaders will make certain that any Marine, or Sailor reporting Equal Opportunity violations are not subject to reprisal. Personnel impeding this process will face appropriate disciplinary action.

Every unit aboard this installation has an Equal Opportunity Representative. All military members are encouraged to use their unit representative and chain of command to address discrimination and sexual harassment. Gunnery Sergeant Lenny Vasquez is my Equal Opportunity Advisor and he is available to assist in any way. He can be reached at 269-2529.

A handwritten signature in black ink, appearing to read "R. C. Kuckuk".

ROBERT C. KUCKUK
COLONEL, U.S. MARINE CORPS
COMMANDING OFFICER
MARINE CORPS AIR STATION
YUMA, AZ