



## EQUAL OPPORTUNITY POLICY

Marine Corps Air Station Futenma has a proud and distinguished history of applying excellence across every one of its functions to provide the Fleet Marine Force, Joint force, and our Allies and Partners with world class service. In order to continue this legacy of support and to remain relevant amidst the complex and dynamic strategic environment we find ourselves in, we must maximize the potential inherent in every member of the Futenma Family. We must leverage the diversity across our ranks to capitalize on every member's strengths to build a talented team capable of meeting our current and future challenges, whether in peace, competition, crisis, or conflict.

To this end, we must treat all Marines, Sailors, Civilians, and family members with the dignity and respect that they deserve, whether in the workplace or elsewhere. Furthermore, United States Marine Corps policy directs that every workplace shall be free from discrimination, harassment, and reprisal. It is incumbent on all of us to ensure that every member of the Futenma Family has an equal opportunity to succeed regardless of race, color, national origin, religion, sex/gender (including pregnancy), age, physical or mental disability, gender identity, or sexual orientation.

Every individual should be treated in accordance with the standards you would expect and the standards that others expect. To do otherwise destroys cohesion, climate, trust, and the underpinnings of teamwork. It goes against everything we stand for, and the inherent obligation we share to protect each other. It is what separates us from everyone else; it is what makes us MARINES. There is simply no place for any form of discrimination.

**POLICY:** I will not tolerate discrimination of any kind, and I direct all of you to establish a climate within your sections and work centers that also does not tolerate discrimination. Preventing discrimination is our first line of defense. Our second line of defense is to hold personnel accountable if it does occur. I urge victims and witnesses of discrimination to report such instances to your chain of command, MCIPAC Equal Opportunity Advisor, MCAS/H&HS Futenma Equal Opportunity Representatives, or to the Inspector General Hotline immediately. Substantiated cases of discrimination will be prosecuted to the fullest extent permitted by Marine Corps policy and the Uniform Code of Military Justice.

### MCIPAC Inspector General Hotline

During Work Hours: +81-098-970-3788 / DSN: 645-3788

After Work Hours: +81-098-970-3267 / DSN: 645-3267

Semper Fidelis,

W. C. PACATTE

COLONEL, U.S. MARINE CORPS

COMMANDING OFFICER, MARINE CORPS AIR STATION FUTENMA