



HMLA-167 Equal Opportunity and Harassment Prevention and Response Policy

The prohibited activities and conduct defined in MCO 5354.1E are inconsistent with our core values and ethos. The Marine Corps continues to take the deliberate actions necessary to eradicate these prohibited activities from our ranks. The Marine Corps does not tolerate harassment (to include sexual harassment), unlawful discrimination, abuse (specifically hazing, bullying, ostracism, and retaliation), wrongful distribution or broadcasting of intimate images, and, certain dissident and protest activities (to include supremacist activity.)

The Warriors are committed to maintaining a culture of dignity, respect, and trust. Leadership at all levels will afford Marines and Sailors equal treatment and the opportunity to achieve their full potential based upon individual merit, fitness, intellect, and ability. HMLA-167 will facilitate mission accomplishment, unit cohesion, and military readiness by cultivating an environment free from prohibited activities and conduct. The prohibited activities and conduct identified in MCO 5354.1E are unacceptable regardless of when or where they occur. Such activities prevent the development of the squadron's most valuable asset: its people.

Each Marine in HMLA-167 has the responsibility and duty to ensure that these prohibited activities and conduct do not occur in any form at any level. Each of us has the obligation to report any violation of this policy via the chain of command or to file a formal complaint. The command will investigate all complaints.

Any violation, attempted violation, or solicitation of another to violate MCO 5354.1E may be subject to adverse administrative or disciplinary action under Article 92 of the UCMJ or such other articles of the UCMJ as applicable.

Lieutenant Colonel Lee W. Hemming
Commanding Officer, Marine Light Attack Helicopter Squadron 167

