



## **COMMAND POLICY ON EQUAL OPPORTUNITY AND SEXUAL HARASSMENT**



### **Policy Statement**

***All TALONS will treat all people with dignity and respect regardless of rank, color, religion, age, national origin, gender or sexual orientation.***

The strength of our squadron and our Navy is derived from unit cohesion, diversity and camaraderie. These qualities have allowed us to historically overcome any challenges. We must protect these qualities and each other from those who challenge this policy.

Discrimination is biased treatment of a person or group, and Sexual Harassment is a form of discrimination involving unwelcomed sexual advances, requests for sexual favors, and other verbal or physical sexual interaction. Both behaviors are illegal and detrimental to mission effectiveness and will not be tolerated.

TACRON TWELVE provides equal opportunity for all personnel. Only individual talent, initiative and diligence will limit professional success. There is only one standard for all TALONS, and evaluations will be based on applied practical performance.

TALONS that believe they have experienced or observed discrimination or sexual harassment should attempt to properly resolve the situation at the lowest possible level. Utilize your Chain of Command, or request mast if necessary. All reports of transgressions will be addressed without fear of reprisal. Anyone who participates, tolerates or falsely reports such violations will be subject to swift and thorough administrative and disciplinary action.

C. W. CRUTHIRDS  
COMMANDING OFFICER