



MARINE CORPS AIR STATION BEAUFORT EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT



Mission: At Marine Corps Air Station (MCAS) Beaufort, diversity, and respect are integral to our mission success. Every Marine, Sailor, civilian, and family member deserves an environment where they can thrive, free from discrimination or harassment. Our commitment to equal employment opportunity ensures that we shape the future of Marine Aviation by embracing the unique perspectives, skills, and talents of all personnel.

Professional Conduct and Accountability: All personnel—regardless of race, religion, color, sex, national origin, age, or disability—are entitled to equal opportunity in employment, from recruitment to promotion, training, and career development. All personnel are responsible for fostering a culture grounded in respect, fairness, and integrity. *Together, we commit to maintaining a workplace where everyone can excel on a fair and level playing field.*

Commitment to Leadership: Leadership at every level must exemplify these commitments through proactive actions, ensuring the workplace is inclusive, safe, and respectful for all. Leaders must take proactive steps to ensure every member of our community feels valued, safe, and empowered to contribute. *Our collective strength is built on the diversity and respect we bring to every mission and challenge.*

Proactive Response to Harassment and Reprisal: MCAS Beaufort maintains a zero-tolerance policy towards harassment, discrimination, and retaliation. Leaders will act immediately to address any concerns, ensuring that issues are resolved before they escalate. *No individual will face reprisal for exercising their rights or reporting any form of discrimination.*

Moving Forward Together: We see diversity as a critical strength that fuels innovation, mission success, and operational readiness. Every individual plays a vital role in our mission, and by fostering an inclusive culture, we continue to uphold the highest standards of excellence.

Seeking Support: If you encounter or suspect any form of discrimination or harassment, contact the MCAS Beaufort EEO office by visiting building 1204 or calling 843-228-7687.

Together, we are committed to a brighter, stronger future—one that empowers all Marines, Sailors, civilians, and families to thrive.

Mark D. Bortnem
Colonel, United States Marine Corps
Commanding Officer