



**Marine Corps Air Station Miramar**  
**Civilian Equal Employment Opportunity Policy Statement**



At Marine Corps Air Station (MCAS) Miramar, we are committed to upholding the highest standards of equal opportunity, fairness, and respect for all. Every member of our team—military, civilian, and contractor—deserves a work environment free from discrimination, harassment, and retaliation. This is not only a legal obligation, but a moral one, grounded in the core values of honor, courage, and commitment.

We will provide equal employment opportunity for all individuals regardless of race, color, religion, sex (including pregnancy, childbirth, or related medical conditions), national origin, age, disability, genetic information, or prior EEO activity. These protections extend to all aspects of employment, including recruitment, hiring, promotions, training, assignments, and separations.

As the Commanding Officer, I expect every supervisor and manager to demonstrate leadership in enforcing EEO principles and cultivating an inclusive workplace. We must foster an environment where individuals feel respected, heard, and empowered to reach their full potential. This is how we strengthen our readiness, retain top talent, and set the standard for excellence across the installation and the Marine Corps.

If you experience or observe discrimination or harassment in any form, I urge you to report it promptly. Our EEO office is available to provide guidance, support, and resolution. Retaliation against individuals who raise concerns or participate in the EEO process will not be tolerated under any circumstances.

Together, let us build and sustain a command climate that reflects our shared values and ensures dignity and opportunity for all.

A handwritten signature in black ink, reading "R. E. Herrmann", with the date "7/28/25" written to the right.

Robert E. Herrmann

Colonel, U.S. Marine Corps

MCAS Miramar, Commanding Officer