



COMMANDING OFFICER'S Equal Opportunity Policy

“Always treat each other with dignity and respect”

Since the founding of our Nation, our Marine Corps has existed to fight our nation's battles and win its wars. Our success requires unity of effort – the diverse members of the Corps fighting as one. The principles of human dignity and equality, the essence of our Marine Corps values of Honor, Courage and Commitment must be maintained.

Leaders at each level in this command will establish and maintain an environment free of discrimination based on age, color, gender, race, religion or national origin. Any individual who believes he or she has been discriminated against or sexually harassed has two methods for resolving an equal opportunity complaint or allegation through the chain of command. The Informal Resolution System (IRS) allows for a quick and full resolution at the lowest possible level by addressing the issue directly with the person demonstrating the unprofessional behavior or by seeking a third party to intervene. The IRS works in the following manner:

1. **Direct Approach**. By either approaching the offending party in person tactfully pinpointing the behavior that is offending, asking the person to cease the behavior or in writing.
2. **Informal Third Party**. Requesting assistance from another person to intervene on your behalf to help resolve the conflict. This person is normally a friend, co-worker, command EO representative or EO Advisor.

If the IRS does not resolve the inappropriate behavior, the formal method may be used. The preferred method for addressing formal complaints of discrimination is the Request Mast system. Of note, **sexual harassment is a form of discrimination** that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Harassment need not result in concrete psychological harm to the victim, but rather need only be so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the work environment as hostile or abusive.

Officers and Staff Non-Commissioned Officers in Charge will ensure that every member within their section is aware of and understands the Marine Corps policies regarding equal opportunity and sexual harassment. They will further ensure that all complaints are promptly addressed, resolved and reported so I can personally and swiftly address the issue. If you believe you have been subject to discrimination, you should report it to your immediate chain of command. The Equal Opportunity Representative for H&S Bn and is available to assist you at any time.

Any actions such as discrimination or sexual harassment that demean the dignity of another person, to include reprisal, will not be tolerated. Those who violate this policy will be subject to disciplinary and/or administrative action.

Take care of each other!


V. J. CIUCCOLI