



HEADQUARTERS AND HEADQUARTERS
SQUADRON
COMMANDING OFFICER'S
EQUAL OPPORTUNITY (EO) AND
SEXUAL HARASSMENT
POLICY



“Equal Opportunity is not a new idea or concept. Rather, it is a belief as venerable and important to us as our 14 Leadership traits, guiding how we expect to be treated as Marines.” - General James F. Amos, Commandant of the Marine Corps.

“Being a Marine is a state of mind. It is an experience some have likened more to a calling than a profession. Being a Marine is not a job – not a pay check; it is not an occupational specialty. *It is not male or female, majority or minority; nor is it a rank insignia... Rather, being a Marine comes from the eagle, globe, and anchor that is tattooed on the soul of every one of us who wears the Marine Corps uniform.*” - FMFM 1-0, Leading Marines.

The leadership of our Corps has clearly communicated the expectations of what it means to be a United States Marine. It is not about what's on the outside, but what is inside of each and every Marine and Sailor in this command.

Let me be perfectly clear: this command will not tolerate discrimination in any form against any Marine, Sailor, or civilian. Every Marine, Sailor, and civilian in this command will have an equal opportunity to excel consistent with the law, regulations, and the requirements for physical and mental abilities, without regard to age, color, gender, orientation, race, religion, or national origin.

The Marine Corps is built on the trust and teamwork shared between individual Marines, Sailors and their leaders. Inherent in this trust is the understanding that fair, scrupulous, and unbiased treatment is the Marine Corps' leadership standard. Treat your fellow Marines and Sailors with the respect we all deserve as individuals.

This also includes sexual harassment, which is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Sexual harassment is a criminal offense punishable under the UCMJ. The policy of the Marine Corps is to provide equality of treatment and the opportunity for all Marines and Sailors to achieve their full potential based solely upon individual merit, fitness and ability.

The following circumstances will not be tolerated:

- Sexual harassment or discrimination in **any** form.
- Any Marine or Sailor that condones or ignores sexual harassment or discrimination of which he or she has knowledge or has reason to have knowledge.

Unlawful discriminatory practices and sexual harassment within the Marine Corps are counterproductive and unacceptable. Discrimination and sexual harassment undermine morale, reduce combat readiness, and prevent maximum utilization and development of the Marine Corps' most vital asset: its people.

Individuals who believe they have been subjected to discrimination, sexual harassment or any inappropriate behavior should report the incident to the chain of command if they believe they are unable to resolve the problem by themselves or if the incident is criminal in nature. Anyone who witnesses an act of discrimination has a responsibility to address, correct or report the inappropriate behavior immediately.

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