



COMMANDING OFFICER'S POLICY STATEMENT ON EQUAL OPPORTUNITY, SEXUAL HARASSMENT, AND HAZING



**“First to fight for right and freedom and
to keep our honor clean...”**

Marines are special. As our Hymn reminds us, we are the first to fight for what is right. ALL SPMAGTF CP-10 Marines will be treated fairly with dignity, equality, and respect. ALL will be given the same opportunity to achieve their full potential based on individual merit.

Know Your Marines; Take Care of Them

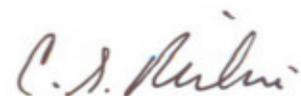
Every Marine assigned to SPMAGTF CP-10 from the newest private all the way to your Commanding Officer is part of our family. Our “family” represents various backgrounds in religion and ethnic origin; however, we all share a common bond as Marines. It is important for us to not only understand the diverse backgrounds of our Marines, but to also value one another’s diversity. Regardless of our differences, every Marine represents your posterity and the future of our Corps. It is YOUR responsibility and duty to take care of them. Truly knowing and taking care of your Marines yields trust which improves communications, builds relationships, creates mutual respect and strengthens teamwork—All key ingredients for a successful organization.

Never Compromise Your Character

Discrimination, Sexual Harassment and Hazing violate our core values, violate policy, and violate ones integrity. Discrimination is the illegal treatment of a person based on race, religion, ethnic background, national origin, age, or gender. Sexual harassment is unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature. Hazing is any conduct whereby one military member causes another military member to suffer or to be exposed to an activity which is cruel, abusive, humiliating, or oppressive.

If a SPMAGTF CP-10 Marine feels they have been the victim of discrimination, sexual harassment, or hazing, we will endeavor to resolve the issue via the chain of command at the lowest possible level through the Informal Resolution System. If the situation cannot be resolved at the lowest possible level and a formal complaint is appropriate, then we will use the Request Mast process. Marines are encouraged to seek advice and assistance from our Equal Opportunity Representative, Master Sergeant Roppo. He is available to answer questions concerning equal opportunity and will assist any person filing discrimination or sexual harassment complaints. Request Mast is every Marine’s right; anyone who takes reprisal against a Marine who exercises this right will be subject to punishment under the UCMJ. Additionally, anyone making false accusations or who abuses this right may also be subject to disciplinary action.

All of us have sacrificed and endured boot camp or officer candidate’s school and are proud to claim the title of United States Marine. We not only deserve the respect we have earned, but must also treat others with that same respect; I will not tolerate anything less.


C. S. RICHIE