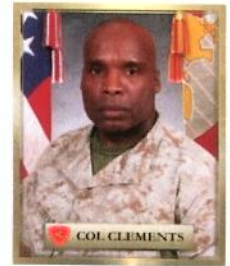




HEADQUARTERS BATTALION  
COMMANDER'S  
POLICY ON EQUAL OPPORTUNITY



I am totally committed to achieving equal opportunity goals and providing a safe working environment for all members of the command, regardless, of race, rank, religion, gender or cultural background. We all bring a special brand of expertise to the fight and it is the synergy gained through our collective efforts that keeps the Marine Corps strong and ready to fight.

Equal Opportunity is a leadership issue that I trust leaders will take a personal interest in ensuring we adhere to the highest standards of conduct. Discrimination or harassment to include sexual harassment, hazing or other actions that demean, belittle, or humiliate one's dignity are contrary to our Core Values and adversely affect mission readiness. Act or behavior of this nature will not be tolerated at any level.

Any member of this command can file an Equal Opportunity or sexual harassment complaint without fear of retaliation. Leaders at all levels must ensure that every Marine and Sailor understands the importance of reporting alleged offenses. If you observe discrimination or sexual harassment against others, take appropriate action.

The Informal Resolution System (IRS) is the preferred method for resolving issues. Other options include Request Mast for filing formal complaints.

Intimidation, reprisal, or further harassment as a result of a complaint will not be tolerated under any circumstances. If you have been the victim of reprisal, you should notify you chain of command or your Equal Opportunity Representative immediately.

I am committed to ensuring that we set the standard where every Marine, Sailor, and Civilian Employee is a valued team member and contributes fully to the accomplishment of our mission. I ask you to join me in this endeavor.



R. C. CLEMENTS

Colonel

United States Marine Corps