

# COMMANDING GENERAL'S POLICY ON EQUAL OPPORTUNITY AND SEXUAL HARASSMENT

*Staff Secretary, 1<sup>st</sup> Marine Division*



People are our most precious resource. Therefore, maximizing the potential of all our Marines and Sailors is of paramount importance. Our core values of Honor, Courage, and Commitment require all of us to ensure that every member of 1st Marine Division is to be judged on his or her individual merit, fitness, and ability, rather upon differences such as age, color, gender, race, religion, or national origin. All members of this division either in garrison or forward deployed deserve the opportunity to achieve their full potential in an environment free of discrimination and sexual harassment. Nothing else is acceptable.

As we conduct current combat operations, prepare for combat, and train future leaders, we must understand that discrimination undermines morale, reduces combat readiness, and prevents maximum utilization and the development of 1st Marine Division most valuable asset, its "people".

I charge the leadership throughout the 1st Marine Division to foster a climate of fairness and to eliminate, correct, or prevent, institutional, and individual discriminatory practices when identified, and to ensure that those Marines and Sailors under their charge understand that any action of discrimination or sexual harassment, or demeans the dignity of another person, to include reprisal, will not be tolerated. Those who violate this policy will be subject to the appropriate disciplinary or administrative action.

Any individual who believes he or she has been discriminated against to include sexual harassment within this command, has two methods for resolving an Equal Opportunity complaint or allegation through the chain of command. The Informal Resolution System (IRS) allows for quick and full resolution at the lowest possible level by addressing the issue directly with the person demonstrating the behavior or by seeking a third party to intervene. If the IRS does not resolve the inappropriate behavior, the formal method can be used. The preferred method for addressing formal complaints of discrimination, to include sexual harassment is Request Mast.

We should always remember and practice our Core Values of Honor, Courage, and Commitment. Behavior inconsistent with these values will not be tolerated. Leaders at all levels will ensure that contents and the intent of the Marine Corps Order governing the Equal Opportunity Program are understood and adhered to at all times. For additional assistance, or information, contact your unit's Equal Opportunity Representative or the Division Equal Opportunity Advisor GySgt Terry L. Wells at 725-0484.

RICHARD P. MILLS  
COMMANDING GENERAL  
1ST MARINE DIVISION (REIN), FMF