



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



Equal opportunity is not just a program; it is an integral part of our core values of Honor, Courage, and Commitment. The principles of human dignity and equality, upon which our great nation was founded, are vital to and interwoven in our Marine Corps leadership. These principles and values form the foundation for our policy of equal opportunity for 3d Marine Division. 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. If the IRS does not resolve the inappropriate behavior, the formal method may be used. The preferred method for addressing formal complaints of discrimination, to include sexual harassment, is the Request Mast system. 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.

Commanders will ensure that every member of their command is aware of and understands the Marine Corps policies regarding equal opportunity and sexual harassment, IRS, Request Mast, and reprisal prevention. They will further ensure all complaints are promptly addressed, resolved and reported. Every regiment and battalion in this division has an Equal Opportunity Representative (EOR). All Marines are encouraged to utilize their unit representatives and chain of command to address discrimination and sexual harassment. Staff Sergeant Siah-Ra Ausar is my Equal Opportunity Advisor and he is available to assist you in any way he can. He can be contacted at 315-622-7654.

F.M. PADILLA

Brigadier General, U.S. Marine Corps
Commanding General