



Commander's Sexual Harassment Policy Letter



The purpose of this policy is to eliminate the occurrence of sexual harassment and ensure that all members of the battalion are treated with dignity and respect.

Per Marine Corps Order 1000.9A, sexual harassment is defined as a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal and physical conduct of sexual nature when: submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay or career, submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile or offensive working environment.

Sexual harassment devalues individuals and is a betrayal of the fundamental trust that all Marines and Sailors will be treated with dignity and respect. Sexual harassment impedes unit or members' morale, effectiveness, efficiency, and negatively impairs the ability of the Marine Corps to function. No leader will excuse or overlook any incident of sexual harassment. **Sexual harassment will not be tolerated.**

Any Marine or Sailor who believes that they have been subjected to sexual harassment is afforded the opportunity, either informally or formally, to seek redress. The decision to utilize either informal or formal redress procedures rests solely with the Marine or Sailor, not the chain of command. Any redress procedures will be pursued free of intimidation and absent the threat or fear of reprisal. Marines and Sailors are encouraged to use the Informal Resolution System, as this is often the most expeditious way to achieve resolution. There are several avenues detailed in Marine Corps Order P5354.1D through which to seek formal redress, and the Request Mast process is the preferred method for filing a formal complaint.

The elimination of sexual harassment is absolutely essential to keeping the trust of our Marines and Sailors and to maintaining a combat ready and effective unit.

J. SALAME