



Commanding Officer's Policy on Equal Opportunity and Sexual Harassment



Teamwork and the trust required to build a cohesive team is the method by which we form combat capabilities that ensure our excellence in our number one priority, Warfighting. The Marine Corps is known as the world's finest fighting force. Success in combat has come at the sacrifice and valor of Marines and Sailors of virtually every race, culture, ethnicity, religion, gender and economic background. The Marine Corps is built on Core Values and the trust and teamwork shared between individual Marines and their leaders. Inherent in this trust is the understanding that fair and unbiased treatment is the Marine Corps leadership standard. No Marine or Sailor will undermine this tradition by treating another unfairly based on age, color, gender, sexual orientation, race, religion or national origin. Doing so erodes the trust we have built among each other as a unit.

- We will not tolerate any form of harassment or discriminatory conduct within this battalion. Such conduct – real or perceived – erodes the cohesiveness and mutual trust among the members of this unit and undercuts our combat effectiveness.
- Marines who feel they have been treated unfairly should report the incident to their chain of command or resolve using the informal resolution process. The key to preventing a culture of mistrust is the quick identification and openly addressing the issues with the chain of command so a single incident can be prevented from developing into a culture.
- Equal Opportunity is everyone's responsibility. Anyone who witnesses an act of discrimination or harassment has a responsibility to address, correct or report the inappropriate behavior immediately. Equal Opportunity complaints may be addressed through informal or formal procedures. Equal Opportunity complaints will be investigated and resolved in a timely and thorough manner.
- Each Marine and Sailor in this battalion has taken the same oath of enlistment or office. We each share in the opportunities for success and risks associated with service in defense of this country, however, these oaths do not guarantee equal success for that service. Some Marines and Sailors will do more, achieve more and find greater success than others. We will not inhibit the pursuit of excellence or dismiss established standards to create the illusion of equality. We will demand excellence, reward outstanding performance, remediate substandard performance and administer military justice with the same equality with which we offer opportunities to excel.

This battalion's success depends on the collective strength, cohesion and the mutual trust of its individuals. Discrimination based on age, color, gender, sexual orientation, race, religion or national origin is incompatible with trust and cohesion. In all things we will recall that Marines are our most valuable asset and will treat them as such. Marine Corps Order P5354.1D provides several avenues to seek formal redress, the Request Mast process is the preferred method for filing a formal complaint.

Ryan M. Hoyle
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