

3d Battalion, 3d Marines
Commanding Officer's Policy on Equal
Opportunity

In my commander's intent I emphasize the imperative to take care of our people. In my commander's intent I state that, "**We take care of our people**: We always accomplish the mission with and through our people. Our people includes our Marines, Sailors, Civilian Employees, and their families". I emphasize loyalty to our country, our Corps, our unit and each other, as well as mutual respect, dignity, tactfulness, and teamwork. Acts of discrimination are not compatible with any of those concepts.

Leaders must foster an environment free of discrimination that is built on trust and respect. Every Marine and Sailor in this battalion will be prized and appreciated for their individual worth. They will be afforded full opportunity for professional achievement. Discrimination will not be tolerated – this includes all forms of sexual harassment. Those who violate this policy will be held accountable under the uniform Code of Military Justice.

Reference: Marine Corps Order P5354.1D w/ Ch 1 Marine Corps Equal Opportunity Manual

Definitions:

- Equal opportunity is defined as the right of all persons to participate in and benefit from programs and activities for which they are qualified. These programs and activities will be free from social, personal, or institutional barriers that prevent people from rising to the highest level of responsibility possible. Persons will be evaluated on individual merit, fitness, and capability, regardless of age, color, national origin, race, ethnic group, religion or gender.
- Discrimination is defined as an act, policy, or procedure that arbitrarily denies equal opportunity because of age, color, national origin, race, ethnic group, religion or gender to an individual or group of individuals. This definition includes acts of sexual harassment that deny opportunity or are detrimental to an equal opportunity environment.

Members of *Trinity* who believe they have been subjected to discrimination are afforded the opportunity, either informally or formally, to seek redress. The decision to utilize either informal or formal procedures rests solely with the Marine or Sailor, not his chain of command. Whenever possible, Marines and Sailors are encouraged to use the Informal Resolution System, as this is often the most expeditious means to attempt resolution. Request Mast procedures are the preferred method of making a formal complaint of discrimination.

Acts of discrimination of any kind defeat our readiness, attack our esprit de corps and undermine mission accomplishment. I charge leaders of *Trinity* to keep discrimination from eroding the fine reputation and readiness of our unit.



T. S. BRADY JR

Lieutenant Colonel, United States Marine Corps