



HEADQUARTERS BATTALION
COMMANDER'S
POLICY ON EQUAL OPPORTUNITY



As the Commander, I am responsible and personally committed to maintaining a climate of respect and equal opportunity within Headquarters Battalion, 3rd Marine Division. Most importantly, all personnel within the unit should know that I am dedicated to promoting an environment that fosters fair treatment of all Marines, Sailors, and Civilians regardless of age, race, color, gender, national origin, marital status, religion, or creed. Discrimination, Sexual Harassment, Hazing, and Fraternalization have no place in this command because each is inconsistent with our Corps values and degrades our ability to accomplish our mission.

Those who participate in or tolerate Discrimination, Sexual Harassment, Hazing, Fraternalization or Maltreatment in any form are in violation of Marine Corps policy and are subject to administrative and disciplinary action. As leaders, we will not stand by as passive witnesses to any such act.

I encourage the use of the Informal Resolution System (IRS) in resolving inappropriate behavior at the lowest level possible. The chain of command is the primary and preferred method for identifying and correcting discriminatory practices. Furthermore, members of Headquarters Battalion, 3rd Marine Division are encouraged to report unresolved matters and inappropriate behavior without fear of reprisal.

I will ensure all allegations are promptly handled in accordance with current directives and regulations. Assistance is available through the Command Equal Opportunity Representative. We will always preserve the dignity of those in our charge. Anything less is unacceptable.

M. L. KUHN
Colonel
United States Marine Corps