

**3D BATTALION, 3D MARINES
COMMANDING OFFICER POLICY STATEMENT**



EQUAL OPPORTUNITY

INTENT: The 3d Battalion, 3d Marines Team will maintain an environment where the value of each member is respected and protected. 3d Battalion, 3d Marines members of all ranks will police our speech and actions to detect biases and conditions that would lead to discriminatory activity. Each of us has a responsibility to proactively act to eliminate these conditions to ensure no discrimination, harassment or other demeaning behavior occurs in our unit.


Regardless of your background, you are a member of 3d Battalion, 3d Marines, one of our nation's elite expeditionary warfighting units – America's Battalion. We will go into harm's way. In the face of adversity, the key to success is trust in your fellow Marines and Sailors. Nothing destroys trust faster than the betrayal of basic human decency and respect for the value of the individual. Our profession is very challenging. We will train to high standards and demand the superior performance of ourselves and each other necessary to defeat our opponents, but we will do this with respect for our Teammates. A true professional is able to train aggressively and correct deficiencies while preserving the dignity and value of the individual.

Equal opportunity is an issue for all Marines and Sailors. Every Marine and Sailor will be treated with dignity and respect regardless of their race, color, national origin, religion, sex, and sexual orientation. No one will be held back or held to a different standard due to who they are. All will be given equal opportunity to succeed and reach their maximum potential based solely on their performance and not on improper discriminatory measures or standards.

All Marines and Sailors will take proactive steps to prevent discrimination before it occurs and hold individuals accountable if it takes place. We will ensure that Marines and Sailors across the battalion understand the negative consequences of discrimination to our unit cohesion and our mission. As the Commanding Officer, I will ensure every member of this unit is continually educated to sustain an equal opportunity environment and the procedures for processing equal opportunity complaints. I will promptly investigate complaints in a fair and impartial manner. I expect anyone who encounters or observes discrimination to take immediate action to stop it and correct the conditions that led to it.

If you believe you have been the subject of discrimination or sexual harassment, you may report it immediately to your chain of command through the Informal Resolution System via the 3d Battalion, 3d Marines Equal Opportunity (EO) Representative without fear of reprisal. The request mast process is the preferred method for making a formal complaint. The 3d Battalion, 3d Marines EO Representative is Staff Sergeant Kody D. Kromrie at (808) 257-5722 or (563) 581-5110.


J. B. REID
COMMANDING OFFICER


J. B. NOEL
SERGEANT MAJOR