



## Commanding Officer, 4th Marine Regiment Camp Commander, Camp Schwab

### Commanding Officer's Policy on Equal Opportunity and Sexual Harassment

Our great nation was founded on the principles of human dignity and equality. By the Civil War, we had learned to make a “*more perfect Union*” we had to invest ourselves more fully in these principles. By the turn of the millennium, we had come to understand that all Americans should have an opportunity to participate in the defense of these ideals. These principles and values form the foundation for our policy of equal opportunity for our Regiment and Camp. I am deeply committed to providing every Marine, Sailor, and Civilian employee a work environment free from maltreatment, discrimination, and harassment.

Our entire 4th Marine Regiment Family is entitled to equality of treatment and the opportunity to achieve full potential based on individual merit, fitness, and capability, rather than on differences in race, color, religion, gender, age, national origin, or sexual orientation. As we lead and train, it is essential we understand that diversity is one of the greatest strengths of our Nation and Corps. I will not tolerate any actions, such as discrimination or sexual harassment that demean the dignity of another person. Those who violate this policy will be subject to disciplinary and/or administrative action.

Those who feel they have been discriminated against or sexually harassed have both an informal and formal method for resolving the complaint. The Informal Resolution System (IRS) allows for quick and full resolution at the lowest possible level. It is based on the direct approach, in which the issue is directly addressed with the person demonstrating the offending behavior. The Informal Third Party method presents another way of resolving the issue directly and informally. In this case, assistance is requested from another person to help mediate and resolve issues. Finally, the Training Information Resource method allows members to request training or resource materials for presentation within their work place. If the IRS does not resolve the inappropriate behavior, the preferred method for addressing formal complaints of discrimination, to include sexual harassment, is the Request Mast process.

I charge every leader within our Regiment and Camp with ensuring that this policy statement is understood by everyone under their supervision. I expect your active commitment to eliminating all forms of discrimination and sexual harassment.

One final note regarding this policy, we should always apply the guiding principle from LtGen Charles G. Cooper's Band of Brothers Creed, “**All Marines are entitled to dignity and respect as individuals**”... the application of this simple statement will ensure compliance with this policy.

**BE READY TO STAND-IN**

  
M. W. TRACY