



Headquarters Battalion Commander's Equal Opportunity Policy



As the Commander, I am responsible and committed to maintaining a climate of respect and equal opportunity within Headquarters Battalion, 3d Marine Division. I am dedicated to promoting an environment that fosters fair treatment of all Marines, Sailors, and Civilians regardless of age, race, color, gender to include gender identity, national origin, religion, and sexual orientation. Discrimination and Sexual Harassment have no place in this command, they are inconsistent with our core values and they degrade our ability to build a team and accomplish our mission.

Do not be a bystander. Those who participate in or tolerate Discrimination and Sexual Harassment 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.

Be aggressive and take immediate action. 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 via the request mast process. All equal opportunity complaints are promptly addressed in an impartial manner free from reprisal and all allegations are promptly handled in accordance with current directives and regulations. For those who attempt to manipulate this policy, false allegations will also be subject to appropriate administrative or disciplinary action.

We will always preserve the dignity of those in our charge. Anything less is unacceptable.

Assistance is available through the Command Equal Opportunity Representative and through the Office of the Division Equal Opportunity Adviser at DSN: 622-7654 or Cell 090-6861-1175.

GILES R. BOYCE
Colonel
United States Marine Corps