



COMMANDING OFFICER'S POLICY LETTER 1-11

Subj: Equal Opportunity and Sexual Harassment

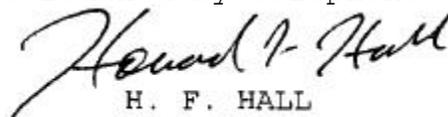
In the 3D Assault Amphibian Battalion, our Command Philosophy of "Mission First... Marines and Sailors Always" is supported by the pillars of Professionalism, Integrity, Tenacity, and Trust. This policy is applied equally to every member of this battalion regardless of age, ethnicity, religious preference, nationality, or sexual orientation. There is absolutely no tolerance for discrimination, harassment, or hazing.

We didn't simply join the Marine Corps or the Naval Service... we made a conscious decision to become what we are today. In doing so, we were imbued with the Core Values of Honor, Courage, and Commitment. Furthermore, as members of the 3D Assault Amphibian Battalion, we provide the Department of Defense with a unique capability and have a high operational tempo. Succeeding in this environment requires the full contributions of every member of this battalion... unencumbered by the needless and corrosive effects of hazing, harassment, and discrimination that are counter to our Core Values and the character of this battalion.

No piece of paper, by itself, posted on a bulkhead or tucked into a binder can effect change. It takes the constant vigilance and moral courage from each member of this command combined with the dedicated leadership of the NCOs, SNCOs, and officers to eliminate these divisive problems. Furthermore, we will take all means necessary to prevent hazing, harassment, and discrimination and immediately report any instances through the chain of command if they arise.

All complaints will be thoroughly investigated and victims will be treated with sensitivity, decency, and respect. Discrimination, hazing, and harassment should be resolved at the earliest opportunity at the lowest level in the chain of command. Informal Resolution is the key to problem termination. If Informal Resolution does not solve the problem, the incident should be reported via Request Mast. Incidents of hazing will be reported immediately through the chain of command or via Request Mast directly to me.

The point of contact for Equal Opportunity, Sexual Harassment, and Hazing issues is our Battalion S-5. His office is located in the Command Post and he can be reached by telephone at (760) 763-2271.


H. F. HALL

