EQUAL OPPORTUNITY AND SEXUAL HARASSMENT POLICY

As a members of the Battalion team you are the guardians of a proud legacy. The streamers that hang from our Unit Colors are hard-earned symbols of generations of individual Americans who, as Marines and Sailors, collectively served their country. They achieved this legacy because they faced their nation' s challenges with unity and purpose. All forms of prejudice destroy unity and any military organization that allows ignorance and exclusionary discrimination to infect its ranks is doomed to failure.

Equal Opportunity simply means that every person has an equal chance to demonstrate abilities and be allowed to develop to full potential. You will be judged by your performance. Discrimination based on any other factor, such as race, color, national origin, religion, sexual preference or age has no place in this battalion or the Marine Corps.

We are a team. Being a good team means that we will respect each member of the team. We value our fellow Marines, Sailors and Civilian Marines and will show each other the mutual respect that is common among elite fighting forces. Our camaraderie is part of what makes us special as a fighting force. We will work together. We will play together. If necessary, we are ready to put our lives on the line for each other. I expect all Marines and Sailors to treat one another with dignity and respect and to realize that one day they may have to lay down their life for that other team member. We simply cannot and will not tolerate any form of discrimination, sexual harassment, maltreatment, or hazing.

Individuals who practice or tolerate discriminatory activities will be subject to administrative and disciplinary action. **This Command will quickly and impartially investigate and resolve any acts of discrimination or sexual harassment.**

As your Commanding Officer, it is my responsibility to provide an environment in which an individual's potential for success is not limited by the prejudices and misconceptions of others.

I charge all leaders to set the example and to further educate their Marines and Sailors about appropriate behaviors and the impact they have on our warfighting capabilities, morale, and on good order and discipline in general. All hands need to be aware of how to deal with instances of discrimination, hazing, or sexual harassment that they may experience or witness. The Chain of Command is always available to assist in resolution of any issue.

Shawn Beltran
Lieutenant Colonel
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