



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



"We must ensure that every Marine is prized and appreciated for their individual worth, and that each Marine is afforded full opportunity for professional achievement. The obligation of each member of the chain of command is to ensure this sense of fairness is constant and genuine. An environment of fairness for all Marines is crucial to building a warfighting team."  
- MCO P5354.1D

As I state in my Leadership Philosophy, every Marine and Sailor, man and woman of 5th Battalion is an integral member of a brotherhood. The core strength of our brotherhood is our people. The inherent diversity of our people is a fundamental pillar of our core strength. Therefore, we must strive to preserve it at all costs. The tenants of honor, courage, and commitment, the standards we employ to build, strengthen, and preserve our Battalion's long, proud legacy of success, reaffirms that we must fight for each other. The swiftest way to undermine and erode these fundamental strengths is to allow discrimination *in any form* - age, color, gender, race, religion, national origin, or sexual orientation - to exist within our Battalion.

Discrimination will not be tolerated in this command. Discrimination of any individual or group will only destroy cohesion and undermine our inherent strengths - our people. Every Marine and Sailor, regardless of rank, deserves to be treated with dignity and respect. Our warfighting readiness depends on the establishment of trust and confidence among all members of the battalion. Any type of discriminatory or degrading activity will be addressed immediately. This command will quickly and impartially investigate any and all allegations of discrimination in strict adherence to MCO P5354.1D. Individuals proven to have engaged in or engaging in this behavior and those making false accusations shall be subject to the full weight of the Uniform Code of Military Justice.

Equal Opportunity is a leadership issue. I expect leaders at all levels to foster a climate of impartiality, to eliminate discriminatory practices and to ensure our Marines and Sailors understand that any sort of discrimination or sexual harassment will not be tolerated. Every member in this battalion will be judged impartially on their performance, which is solely based upon their competence and character. It is the responsibility of everyone in our Battalion to promote a healthy working environment free of unlawful discriminatory practices and inappropriate behavior. Discrimination will be prevented through active and engaged leadership by example, and the involvement of leaders at all levels. This cannot be accomplished without an "all hands" commitment.

Battery Commanders will routinely conduct leadership training and education for our Marines and Sailors about unacceptable behaviors and the detrimental impact such behaviors have on morale, good order, discipline, and our warfighting capability. All Hands must be aware of how to deal with instances of discrimination in any form. Anyone who witnesses an act of discrimination has a responsibility to address, correct or report the inappropriate behavior immediately, and any individual who believes he or she has been discriminated against should immediately report the incident to their chain of command.

For more information, contact the Battalion Equal Opportunity Advisor, Staff Sergeant K. G. West. He can be reached at (760) 725-2182.

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