

**COMMANDING GENERAL'S POLICY STATEMENT ON  
EQUAL OPPORTUNITY AND SEXUAL HARASSMENT**

Equal Opportunity is an integral and essential part of our Core Values of Honor, Courage and Commitment. All members of 1st Marine Division will be treated fairly, with dignity and respect, and provided a professional environment commensurate with those qualities. Misconduct and inappropriate behavior that target human dignity and violates our Core Values are unacceptable and will not be tolerated.



The United States is a mixing bowl of many different races, creeds, and cultures from which the Marine Corps derives its warfighters. The 1st Marine Division will continue to judge Marines and Sailors on individual merit, fitness, and ability, and not judge individuals based on their color, gender, race, religion, national origin or sexual orientation. Discrimination also includes persons' condoning, ignoring or failing to correct negative and hostile work environments. It impedes our ability to perform our mission.

Sexual harassment is discrimination that involves unwelcome sexual advances, requests for sexual favors and other verbal/non-verbal gestures or physical conduct of a sexual nature made implicitly or explicitly to intimidate or create a hostile or offensive work environment. Sexual harassment has no place in our Corps.

Leaders will also ensure that those Marines and Sailors under their charge understand that any actions which demean the dignity of another person, to include reprisal, discrimination, or sexual harassment will not be tolerated. Any violations to this policy, to include false allegations, will be handled swiftly and professionally through appropriate disciplinary or administrative actions.

Any individual who believes he or she has been discriminated against, to include sexual harassment, can utilize their chain of command or any Equal Opportunity Representative to file a complaint formally or informally. The Informal Resolution System (IRS) should be used whenever possible to resolve issues quickly and fairly at the lowest possible level. The preferred method to file a formal complaint of discrimination, to include sexual harassment, is Request Mast.

If further assistance is required, the 1st Marine Division Equal Opportunity Advisor can be reached at (760) 725-6686 or (760) 468-5908.

I need all of you to remain vigilant and fight discrimination in all its forms. Join me in establishing an environment that values each individual's worth and treats others with dignity and fairness.

  
D. J. O'DONOHUE