

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



Headquarters Battalion, 1st Marine Division maintains a high operational tempo across a vast area of operations. It is because of our outstanding Marines, Sailors, and civilians that the battalion is able to consistently deliver tactical excellence in such a challenging environment. This battalion is fully committed to equal opportunity for all members, without regard to race, color, religion, sexual orientation, sex (to include gender identity), or national origin.

Respect, trust, and professional behavior form the basis of equal opportunity, and are the responsibility of all members of this command. Further, all personnel must understand the relationship between mission accomplishment and an environment that promotes respect, trust, and professional conduct. Those who would violate our Core Values by participating in or advocating discriminatory behavior or sexual harassment are attacking our unit cohesion and eroding our ability to accomplish our wartime mission. Such behavior will not be tolerated.

Sexual harassment is unacceptable behavior that involves unwelcomed sexual advances, verbal or non-verbal gestures, requests for sexual favors, or physical actions of a sexual nature that create a hostile work environment. Once again, such behavior, to include reprisal, will not be tolerated.

Violations of this policy, to include false allegations, will be handled via swift and just administrative or disciplinary actions. If you feel you are a victim of discrimination or sexual harassment do not remain silent. Contact your chain of command or the Battalion Equal Opportunity Representative, GySgt Fowler, at (760) 725-8714, to file an informal complaint. All formal complaints must be filed with the Division Equal Opportunity Advisor at (760) 725-6686 or (760) 468-5908.

I am genuinely and personally committed to the promotion of equal opportunity and I expect the same from every member of this great battalion. We will always adhere to Marine Corps Core Values and will enthusiastically defend everyone's right to be treated with dignity and respect.


C. O. URBINA

STANDARD BEARERS: THE STANDARD IS EXCELLENCE