

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

Every member of the Blue Diamond deserves to be treated equally -- period. There is no substitute for leadership that is present in the barracks and work spaces. This is not a "political correctness" issue or an "agenda." This is basic USMC leadership. Those Marines and Sailors who make up the Blue Diamond are willing to lay down their lives for our Constitution and for each other. That fact earns them our respect and admiration, regardless of their race, color, religion, gender, sexual orientation, or national origin. We are all gunfighters in the First Marine Division and will be treated as such.



Mistreatment, harassment or discrimination is an affront to good order and discipline and will be swiftly addressed by our leadership as soon as it is discovered. More importantly, leaders will PREVENT it in the first place by building a professional and familial environment in which our Marines and Sailors can mature and learn their profession.

Let me clearly define what sexual harassment is and what will not be tolerated.

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.

Just as bad as the original harassment or discrimination, is reprisal. When a Marine reports unsatisfactory or illegal behavior, they have not "ratted out" a buddy, they have executed my order and identified a critical issue that runs counter to our core values as Marines. Our sworn loyalty is to the Constitution of the United States, not to another Marine who has disobeyed a lawful order.

This is deadly serious business. A unit cannot function if it is torn apart by discrimination or harassment. Prevent it and address it immediately if it occurs.

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 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 to contact the Division Equal Opportunity Advisor.

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

A handwritten signature in black ink that reads "E M Smith".

E. M. SMITH