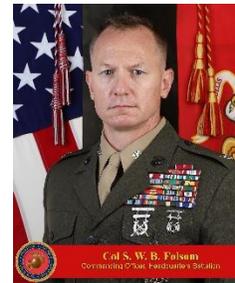




**HEADQUARTERS BATTALION
1ST MARINE DIVISION (REIN), FMF**

**COMMANDER'S POLICY STATEMENT ON
EQUAL OPPORTUNITY AND SEXUAL
HARASSMENT**



I am committed to equal opportunity for all service members, without regard to race, color, religion, sexual orientation, gender, or national origin. Headquarters Battalion, 1st Marine Division maintains a high operational tempo across a vast area of operations, and it is because of our superb Marines and Sailors that we can consistently deliver tactical excellence in such a challenging environment. Despite its status as the world's premier fighting force, the Marine Corps is, in all regards, a "people" business. Our Marines and Sailors are our greatest strength and most precious assets. A command climate which encourages or allows discrimination is one which cannot accomplish the mission when called upon by our Nation. The Commandant of the Marine Corps will not tolerate discrimination or harassment, and neither will I.

Respect, trust, and professional behavior form the basis of equal opportunity, and they are the responsibility of all members of the Standard Bearer team. Furthermore, all personnel must understand the relationship between mission accomplishment and an environment which promotes mutual respect, trust, and professional conduct. Sexual harassment is unacceptable behavior which 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. 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. I will not tolerate such behavior, nor will any member of this command tolerate it.

Violations of this policy, to include false allegations, will be handled via administrative or disciplinary actions. Any Standard Bearer who believes he or she has been the victim of discrimination or sexual harassment should not remain silent. To file an informal complaint, contact your chain of command or the Battalion Equal Opportunity Representative at (760) 725-8709. To file a formal complaint, contact the 1st Marine Division Equal Opportunity Advisor at (760) 725-6686 or (760) 468-5908.

Equal opportunity and sexual harassment prevention is the responsibility of every member of this command. Anyone who witnesses an act of discrimination has a responsibility to address, correct, or report the inappropriate behavior immediately. We will adhere to Marine Corps Core Values and defend the right of every Marine and Sailor to be treated with dignity and respect. Only by fostering a climate of professionalism, mutual trust, compassion, and tolerance can we maintain our fighting spirit as and continue to go forward in our Nation's service.

Semper Fidelis, and Faciat Georgius.

S. W. B. Folsom
Colonel USMC
Commanding Officer

STANDARD BEARERS: THE STANDARD IS EXCELLENCE