

COMMANDING OFFICER'S POLICY ON EQUAL OPPORTUNITY AND SEXUAL HARASSMENT

Every member of 1st Marine Regiment deserves to be treated equally -- period. This is not a "political correctness" issue; this is basic leadership. Marines and Sailors are willing to lay down their lives for our Constitution and for each other. That fact alone, earns them our respect and admiration, regardless of their race, color, religion, gender, sexual orientation, or national origin. We are a team, and every member on our team has value and deserves our respect.



Harassment and discrimination are counter to good order and discipline and will be swiftly addressed as soon as it is discovered. I expect leaders to PREVENT this misconduct by establishing a professional command climate in which our Marines and Sailors enjoy coming to work and can serve their country and our team without unnecessary distress.

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. It will not be tolerated.

We cannot be effective if we are battling discrimination or harassment. Prevent it; report it; and address it immediately if it occurs.

No Marine or Sailor should fear reprisal for reporting illegal activity. It is your duty to do so. Our loyalty is to our institution, our unit, and individuals, in that order.

Any individual who believes he or she has been discriminated against, to include sexual harassment, should use their chain of command or any Equal Opportunity Representative to file a complaint informally. The Informal Resolution (IR) should be used whenever possible to resolve issues quickly and fairly at the lowest possible level. To file a formal complaint of discrimination, to include sexual harassment, contact the Regiment Equal Opportunity Advisor.

Our Equal Opportunity Advisor is GySgt Rodriguez at (240) 907-8435.

A handwritten signature in black ink, appearing to read "Kevin E. Clark".

K. E. CLARK