



Commanding Officer, Headquarters and Support Battalion Equal Opportunity (EO) Statement



"We hold these Truths to be self-evident, that all Men [and Women] are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty, and the Pursuit of Happiness...."

-- The Declaration of Independence

"Special trust and confidence in... fidelity and abilities."

-- Promotion Warrant

1. We will judge others solely on character, competence, and contribution.

- Equality is "self-evident" and non-negotiable. Headquarters and Support Battalion will provide equality of treatment and the opportunity for all personnel to achieve their full potential based solely on character, competence, and contribution. Fairness is an obligation of every member of the command.

2. Discrimination and sexual harassment will not be tolerated within Headquarters and Support Battalion.

- **Discrimination** is an act, policy or procedure denying a person or group equal opportunity based on race, age, color, gender, religion, national origin, or mental & physical disabilities.

- **Sexual Harassment** is a form of discrimination involving unwelcomed sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature that, explicitly or implicitly: is a condition of a person's employment, position, pay or career advancement; or, unreasonably interferes with a person's work performance, or creates an unprofessional, intimidating, hostile or offensive environment.

3. Personnel who are recipients of inappropriate, or perceived inappropriate, discriminatory behavior shall be afforded the opportunity to seek redress, either formally or informally.

- Method of redress is the choice of the complainant alone, not of any other command personnel.
- Request Mast is the preferred method for an individual to file a formal complaint of discrimination or sexual harassment.
- All EO complaints are protected communication to be handled in accordance with the Privacy Act and only by personnel with a need to know. All EO complaints will be reported immediately to the commanding officer.
- Third parties who observe discrimination or sexual harassment have an obligation to address, correct, and report it to the chain of the command.

4. Discrimination and sexual harassment are criminal offenses punishable under the UCMJ. Willfully submitting false allegations is also punishable under the UCMJ.

- Appropriate action for substantiated EO violations includes, but is not limited to, counseling, non-punitive letter of caution, security clearance revocation, adverse fitness report, NJP, court-martial, and administrative separation from service.

5. Contact the command Equal Opportunity Representative at 760-274-3767.

Semper Fidelis,

Joseph A. Craft

Colonel, United States Marine Corps

Commanding Officer, Headquarters and Support Battalion