



**Commanding Officer
Headquarters and Support Battalion
Military Equal Opportunity Policy Statement**



"As an institution, we will ensure that every Marine is afforded equal opportunity for professional growth and development."

– General Neller, 37th CMC

Equal Opportunity is a leadership issue; based on fair, equal treatment and respect for all. Applying the principles of Equal Opportunity makes us a ready and capable battalion. The Marine Corps' policy on equal opportunity is clear and simple – we will ensure diversity and equality of opportunity for all persons regardless of their race, color, sex, religion, national origin, or sexual orientation. I will not tolerate discrimination of any type, by any member of Headquarters and Support Battalion. I expect everyone within this command to be treated with dignity and respect.

All leaders will foster an environment free from unlawful discrimination and sexual harassment. The chain of command has an obligation to ensure that all personnel understand the Marine Corps' policy regarding equal opportunity, how to contact our Equal Opportunity Advisor (EOA) or Equal Opportunity Representative (EOR). We will provide an easily accessible and effective complaint system that welcomes questions, concerns, and complaints; encourages personnel to report potentially problematic conduct early; treats alleged victims, complainants, witnesses, alleged offenders, and others with respect; operates promptly, thoroughly, and impartially; and imposes appropriate consequences for prohibited discrimination, harassment or related misconduct, such as retaliation.

Conflict Management and informal mediation process should be used whenever possible to resolve issues quickly and fairly at the lowest level possible. If the informal mediation process does not resolve the issue, the preferred method to address formal complaints of discrimination, to include sexual harassment, is utilize the chain of command. We will follow the Formal Complaint Process until the complaint is resolved and those found guilty will be held accountable and subject to disciplinary actions, as well as those who knowingly make false allegations. Members of this command can be assured they will not face any reprisal or retaliation for doing what is right by reporting an equal opportunity concern.

The unique differences and diversity that each individual brings to the Spartan team should be embraced. These differences are what make our Marine Corps and the country great. Equal treatment and a general respect for others demonstrates these values and will allow Headquarters and Support Battalion personnel to focus on the mission at hand. I expect all members of this battalion to read, understand, and comply with Marine Corps Order 5354.1F, Marine Corps Prohibited Activities and Conduct (PAC) Prevention and Response Policy. The Headquarters and Support Battalion Equal Opportunity Representative can be reached at (760) 274-3767 or you can contact the Marine Corps Installation – West Equal Opportunity Advisor at (760) 725-5742.

Semper Fidelis,

Tracy A. Perry
Colonel, United States Marine Corps
Commanding Officer
Headquarters and Support Battalion