

## COMMANDING OFFICER'S POLICY ON EQUAL OPPORTUNITY AND SEXUAL HARASSMENT

As your Commanding Officer, my primary duty is to ensure the command climate exists in the 6th Marine Corps District to enable every Marine, Sailor and civilian to contribute to the accomplishment of our mission to the maximum extent possible.

The Marine Corps' policy on Equal Opportunity is clear: **The Marine Corps will provide equal opportunity for all military members without regard to race, color, religion, gender, age, or national origin and provide an environment free of sexual harassment.**



In the 6th Marine Corps District, we have the unique privilege and opportunity of shaping the future of our Marine Corps by recruiting young men and women into our ranks. With this opportunity comes the responsibility of leading in accordance with our core values of honor, courage and commitment. Ensuring fairness and equal opportunity for all personnel is an inherent leadership responsibility, and one that I take very seriously.

All personnel within this command are entitled to be treated with the purest dignity and respect. I charge leaders at every level to stop discrimination, sexual harassment, and/or other inappropriate behavior before it happens by setting the right climate within your unit. Any actions such as discrimination, sexual harassment, maltreatment or hazing that demean the dignity of another individual, to include reprisal, will not be tolerated. I urge all of you to be especially watchful for the impact of inappropriate language – often disguised as joking or unprofessional behavior – on the culture and environment within our units. **Anyone who engages in -- or fails to actively counter -- discrimination or sexual harassment of any kind is contributing to the problem and will be subject to administrative and/or disciplinary action.**

Members of the 6th Marine Corps District are encouraged to report unequal treatment and inappropriate behavior without fear of reprisal immediately. The Informal Resolution System (IRS) allows for a quick and full resolution at the lowest possible level by addressing the issue directly with the person demonstrating the behavior or by seeking a third party to intervene. In the event the IRS does not resolve the inappropriate behavior, then the formal method of Request Mast should be used. The preferred method for addressing formal complaints of discrimination, to include sexual harassment, is Request Mast. I will personally ensure all reports of discrimination, sexual harassment, hazing, and/or any type of inappropriate behavior are immediately investigated and dealt with accordingly. If you believe you are a victim of discrimination and/or sexual harassment of any kind, notify your chain of command or the District Equal Opportunity Representative, Capt. Barry J. Morris at (843) 228-2085 for assistance. Discrimination, sexual harassment, hazing and other forms of inappropriate behavior destroy teamwork. There is no place for it within the 6th Marine Corps District!

A handwritten signature in black ink that reads "W. J. Bowers".

W. J. BOWERS  
Colonel, U.S. Marine Corps  
Commanding Officer