



Commanding Officer
Headquarters and Service Battalion, Marine Corps Recruit Depot, Parris Island

EQUAL OPPORTUNITY AND SEXUAL HARASSMENT POLICY

To paraphrase one of our greatest American leaders, Dr. Martin Luther King, Jr., judge *a person not by the color of their skin, but by the content of their character*. The central concept of this statement is that a person's character...their moral fiber, their integrity, the nature of the way they treat others....is reflective of who a person truly is. *To judge and/or discriminate against an individual based on race, gender, **sexual orientation, color, religion, national origin** or some other individually unique attribute is short-sighted and contrary to an environment that fosters fairness, esprit, camaraderie, equal opportunity, and ultimately organizational success.* To realize that the *varied attributes that diversity brings to bear* should not be the basis for discrimination, but rather the *basis for strength*, leveraging the different perspectives, talents, and abilities of all.

HQSVC Battalion leadership at every level will embrace this concept, promoting a climate of fairness, equal treatment, and mutual respect. We will harness and leverage those unique attributes and talents that our Marines, Sailors, and Civilian Marines bring to bear to ensure our success throughout the Command. ***Discrimination in any form and sexual harassment will not be tolerated***, as it is corrosive to the unit and, more importantly, contrary to our core values of *honor, courage, and commitment*.

All HQSVC Battalion personnel, regardless of rank, position, or military status who witness or observe an act of discrimination or sexual harassment, are ***expected to take immediate corrective action*** to stop this unacceptable behavior. Any Marine or Sailor who is a victim of discrimination or sexual harassment has the responsibility and right to take action either through the informal resolution process or through formal complaint. An Equal Opportunity complaint can be made orally or in writing via Request Mast. Individuals who violate this policy are accountable under the Uniform Code of Military Justice.

Decisively engaged, positive leadership at every level, every day will be our firewall against discrimination and harassment. I charge every Battalion Marine, Sailor and Civilian with fostering a positive environment, based on mutual respect, fairness, and equal treatment. Leaders are directed to educate their Marines, Sailors and Civilians on the identification of discriminatory behavior and on reporting and resolution procedures. Semper fidelis.

A handwritten signature in black ink, appearing to read "S.C. Killeen".

S.C. KILLEEN
Colonel, U.S. Marine Corps