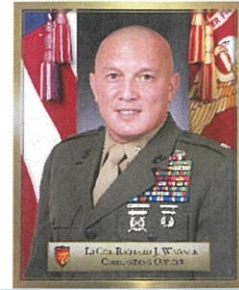




## III MEF Support Battalion Commanding Officer's Policy Statement on ***Equal Opportunity and Anti-Harassment***



As Commanding Officer of III MEF Support Battalion, I will always promote the values and principles that ensure equality and fair treatment for the civilian workforce. I expect all leaders to set the example and create a professional environment consistent with the Marine Corps' core values of honor, courage, and commitment.

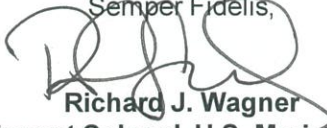
As such, all forms of discriminatory practices and behavior are prohibited. This policy statement encompasses all workplace incidents involving harassment based on discriminatory factors such as race, color, national origin, sex (including pregnancy, gender identity, and sexual orientation), age, disability (mental/physical), religion, genetic information, and reprisal (for participating in prior Equal Employment Opportunity (EEO) activity). Sexual harassment is a form of discrimination involving unwanted sexual advances, requests for sexual favors, and/or verbal or physical conduct of a sexual nature when (1) submission to or rejection of such conduct explicitly or implicitly affects employment; (2) such behavior unreasonably interferes with work performance; or (3) such conduct creates an intimidating or hostile work environment.

These displays of discrimination violate U.S. Federal Laws and the Civil Rights Act of 1964 and undercut the Marine Corps' mission. All reported incidents of discrimination or harassment in the workplace will be investigated in a timely manner, and appropriate disciplinary action will be taken against individuals found to have committed a discriminatory or harassing behavior or action.

Any individual who presents a claim or an assertion of discrimination shall not fear reprisal or retaliation. Additionally, every effort will be made to maintain the confidentiality of the individual reporting a claim of harassment or discrimination. Any applicant, employee, or former employee who believes he or she has been subjected to unlawful discrimination or harassment has the right to contact the EEO office and is encouraged to do so. If at all possible, try to resolve conflicts at the lowest possible level through Alternate Dispute Resolution options such as mediation or conciliation. EEO matters must be brought to the attention of the EEO counselor within 45 calendar days from the date the alleged act occurred or the date the aggrieved person knew or reasonably should have known the act occurred. To raise an issue of discrimination or harassment in the workplace, please contact GySgt Jeremias Orden at DSN (315) 623-5667 or send an email to [jeremias.orden@usmc.mil](mailto:jeremias.orden@usmc.mil).

The unique differences and diversity each individual brings to the fight should be embraced. These differences are what make our Marine Corps great. Equal treatment and general respect for others demonstrate these values and will allow III MEF Support Battalion to focus on the mission at hand.

And remember, take care of each other and everything else will take care of itself.

Semper Fidelis,  
  
Richard J. Wagner  
Lieutenant Colonel, U.S. Marine Corps  
Commanding Officer  
III MEF Support Battalion