



3d Intelligence Battalion Commanding Officer's Policy on Sexual Harassment



Marine Corps Order (MCO) 5354.1F defines Sexual Harassment as the following: *“Knowing, reckless, or intentional conduct with a nexus to military service that involves unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments or gestures of a sexual nature when submission to such conduct is made either explicitly or implicitly as a term or condition of a person’s job, pay, or career. Any knowing, reckless, or intentional use or condonation, by any person in a supervisory or command position, of any form of sexual behavior to control, influence, or affect the career, pay, or job of a Service member or DOD civilian employee. Any conduct whereby any Service member knowingly, recklessly, or intentionally, and without proper authority, but with a nexus to military service makes deliberate or repeated unwelcome verbal comments or gestures of a sexual nature. There is no requirement for concrete psychological harm to the complainant for behavior to constitute sexual harassment. Behavior is sufficient to constitute sexual harassment if it is so severe or pervasive that a reasonable person would perceive, and the complainant does perceive, the environment as intimidating or offensive. Sexual harassment can occur through electronic communications, including social media, other forms of communication, and in person.”*

Examples of Sexual Harassment include, but are not limited to:

- Sexually explicit jokes or language
- Suggestive or inappropriate physical contact
- Displaying sexually oriented posters, pictures or calendars
- Offensive remarks about an individual’s body
- Gifts with sexual overtones
- Repeated and/or uninvited pressure for dates

Sexual Harassment is not gender specific.

This sort of behavior is dishonorable and will not be tolerated. Anything that causes our Marines, Sailors, and Civilians to feel that they are not part of the team erodes unit cohesion and trust at the individual and unit level(s). We must strive to build trust, not dismantle it.

Read MCO 5354.1F. Understand your responsibilities to report incidents of Sexual Harassment via the Chain of Command. Know that reports of Sexual Harassment can be made without fear of retaliation or reprisal. Sexual Harassment complaints can be resolved Formally or by using the Informal Resolution System. For assistance, contact the Equal Opportunity Representative.

Leadership is the key to eliminating Sexual Harassment. Everyone in this Battalion is a leader; therefore, prevention of Sexual Harassment is EVERYONE’S responsibility.

Semper Fidelis,

Wesley A. Tucker

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