



Marine Corps Base Hawai'i Commanding Officer's Policy Military Equal Opportunity

Mission readiness depends on disciplined leadership, mutual trust, and a force in which every Marine, Sailor, and civilian can perform to the full extent of their ability. We will maintain a professional environment of dignity, care, and respect while enforcing high standards of performance, conduct, and accountability. Prohibited discrimination and harassment undermine cohesion and warfighting effectiveness and will not be tolerated.

Prohibited discrimination includes unlawful disparate treatment based on race, color, national origin, religion, sex (including pregnancy), or sexual orientation. Harassment, sexual harassment, bullying, and hazing are prohibited as defined by current Department of War, Department of the Navy, and Marine Corps policy. Harassment must be distinguished from professionally conducted military or governmental activities. Lawful training, corrective or disciplinary actions, physical training, and readiness activities performed for a legitimate purpose do not become harassment merely because they are demanding or unwelcome.

Military Equal Opportunity (MEO) is a function of command. Leaders at every level—especially our small-unit leaders—will set the example, enforce standards consistently, intervene early, and address concerns at the lowest appropriate level. Leaders will neither ignore misconduct nor weaponize the complaint process. Commanders will act fairly, impartially, and promptly, with appropriate consultation from the Equal Opportunity Advisor and Staff Judge Advocate.

Marines and Sailors are encouraged to raise concerns early. Current policy provides confidential reporting for prohibited discrimination and harassment through personnel authorized to receive such reports, without requiring immediate initiation of an informal or formal complaint, subject to the limits of confidentiality established by law and policy. Where feasible, Conflict Resolution will be offered to resolve MEO concerns before they escalate. A confidential report may later be converted to an informal or formal complaint.

Anonymous allegations of prohibited discrimination or discriminatory harassment will not be processed as MEO complaints; however, this does not prevent commanders from taking appropriate action based on information received. Good-faith reporting and participation in the complaint process will be protected from retaliatory actions. False complaints may constitute a violation of Article 107, Uniform Code of Military Justice.

Our ability to Project Power, Produce Readiness, Promote Resiliency, and Protect Resources depends on Marines and Sailors who trust their leaders and one another. Taking care of Marines and Sailors does not mean avoiding difficult conversations or lowering standards. It means leading well, enforcing standards consistently, addressing problems early, protecting the integrity of our processes, and holding people appropriately accountable. Every leader on Marine Corps Base Hawai'i (MCBH) shares responsibility for building a command climate worthy of the trust placed in us.

For MEO assistance: MCBH Military Equal Opportunity Office, building 216, room 24 | Office: (808) 496-7720 | Duty: (808) 216-7199

A handwritten signature in black ink, appearing to read "S. E. Detrinis", is written over a circular stamp that contains the text "S. E. DETRINIS".

S. E. DETRINIS

**Colonel, U. S. Marine Corps
Commanding Officer
Marine Corps Base Hawai'i**