



COMMANDING OFFICER, MARINE CORPS BASE HAWAII STATEMENT ON EQUAL OPPORTUNITY AND SEXUAL HARRASSMENT

"AS WARRIORS, WE RESPECT EACH OTHER ALWAYS. MCB HAWAII IS A STRONGHOLD OF DIGNITY AND JUST TREATMENT."

The principles of dignity, fairness, respect, and equality are an integral part of our core values of Honor, Courage, and Commitment. These principles and values form the foundation of our great nation and our beloved Corps. As the Marine Corps Base Hawaii Commander, I am fully committed to the fair and just treatment of every Marine, Sailor, and DOD Employee assigned to Marine Corps Base Hawaii, and I expect all Marine Corps Base Hawaii personnel to adhere to that same level of commitment.

Unlawful discrimination is an act, policy, or procedure that arbitrarily denies equal opportunity because of race, color, religion, national origin, sex, or sexual orientation. Discrimination may also include condoning, ignoring, or failing to correct discrimination. This behavior undermines morale, reduces combat readiness, and prevents the maximum development of our most vital asset—our people.

Sexual harassment is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other 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.

Discrimination, either real or perceived, undermines morale and readiness and adversely affects our ability to accomplish the Marine Corps Base Hawaii mission. Any individual who believes he or she has faced unlawful discrimination or harassment has two options:

The Informal Resolution System (IRS) allows for quick and thorough 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. If the IRS does not or cannot resolve the inappropriate behavior, the Formal Reporting Method may be utilized.

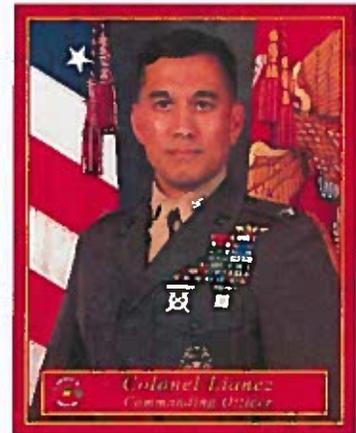
The chain of command is the primary method for identifying and correcting discriminatory practices. The preferred method for addressing formal complaints of unlawful discrimination or sexual harassment is the Request Mast system. All formal allegations of discrimination and/or sexual harassment will be swiftly and thoroughly investigated and appropriately acted upon in accordance with directives and regulations.

Reprisal is taking or threatening to take an unfavorable personnel action, or any other act of retaliation against a military member making or preparing to make a protected communication.

All MCB Hawaii personnel have the right to report discrimination and/or sexual harassment to an Equal Opportunity Representative or seek guidance from the MCB Hawaii Equal Opportunity Advisor without fear of intimidation or reprisal.

Commanders will ensure every member of their command is continually educated and understands Marine Corps policy regarding equal opportunity, the complaint process, request mast, and reprisal prevention. The policy of the Marine Corps is to provide equality of treatment and the opportunity for all Marines, Sailors, and DOD Employees to achieve their full potential based solely upon individual merit, fitness, and ability. MCB Hawaii will follow this policy, and I expect all personnel to enforce it.

For additional assistance or information, contact your unit Equal Opportunity Representative or Gunnery Sergeant Farmer, MCB Hawaii Equal Opportunity Advisor, who can be reached at anytime by anyone at (808)257-7720, (808)927-6582, or via email at marques.farmer@usmc.mil.



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