

EQUAL OPPORTUNITY, HAZING, AND SEXUAL HARASSMENT POLICY



The Corps Values of Honor, Courage, and Commitment are the bedrock of what the Marines Corps holds true. All forms of discrimination, hazing, or sexual harassment are squarely at odds with these core values, undermine our morale, decrease our combat readiness, and prevent fellow Sabers from achieving their full potential. As your commanding officer, I intend to provide a professional environment that is conducive to mission accomplishment and professional development of every Saber, regardless of age, color, gender, race, religion, sexual orientation, or national origin. Hazing or sexual harassment run counter to this effort and will not be tolerated in this command. Discrimination is not in keeping with the intent of my four principles as identified in my command philosophy.

- ◆ **Do the right thing, always.** Acts of discrimination, sexual harassment, and hazing are directly counter to this principle, period.
- ◆ **Build Good Habits.** Our habit is professionalism, humility, and respect for each other as Saber Marines. Demanding excellence means that we rise above such behaviors, or tolerance of such behavior.
- ◆ **Never leave a Marine behind.** We will treat each other with the dignity and respect that they deserve as Marines and Sailors. Sabers will not be bystanders; if you are aware of any actions committed by others that are counter to this policy, it is your duty to inform your chain of command. If the act is underway, it is your duty to intervene with caution and professionalism, regardless of rank. Failing to take appropriate action is leaving that Marine/Sailor behind. Any members of this unit that are aware of and tolerant of any behavior that is counter to this policy will also be held accountable for their actions.
- ◆ **Always improve your position.** We will immediately investigate potential acts of discrimination, hazing, and sexual harassment, and ensure those guilty of such acts are dealt with according to the UCMJ. Similarly, anyone found guilty of intentionally filing false claims will also be held accountable according to the UCMJ.

Leaders at all levels must ensure that any Marine or Sailor reporting Equal Opportunity, hazing, or sexual harassment violations may do so without any fear of reprisal. Personnel impeding this process will face appropriate disciplinary action. Any person within the supervisory chain of command who receives a formal EO complaint will forward the complaint immediately to the commanding officer for action.

Discrimination in any form, left unchecked, will begin to erode the foundation of readiness in HMLA-467 Marines and Sailors. This directly results in the breakdown of my pillars that lead us to deployment readiness and mission accomplishment. Don't accept it, Sabers!

The **Equal Opportunity Representative** for HMLA-467 is Captain Daniel Thomas at (910)449-4988. The **Uniformed Victim Advocates** (UVA) for HMLA-467 are Captain Raymond Webb at (910)449-4875 and Captain Victoria Ross at (910)449-4835.

LtCol David B. Moore
Commanding Officer

