

## COMMANDING OFFICER'S EQUAL OPPORTUNITY STATEMENT

From the Continental Marines to present, Marines have fought and won our Nation's battles in every clime and place. From Veracruz to Belleau Wood, on Okinawa and Iwo Jima, from Inchon to Hue City, and from An Nasiriyah to the Helmand Province, Marines have formed unbreakable bonds and defeated our Nation's enemies. These Marines have included Marines of all races, ethnicities, and religions. The strength of our Corps and Country is based on this diversity.



The Constitution of this great Nation that we have sworn to support and defend guarantees equal opportunity for all Americans. It is essential to the overall performance of Security Battalion that all personnel receive an equal opportunity for success. This means that all personnel must be treated with respect and dignity regardless of race, gender, religion, color, age or national origin. Consistent with our Core Values of Honor, Courage, and Commitment, I expect nothing less.

Any form of discrimination, to include sexual harassment, based on the above factors violates our Core Values and equal opportunity and will not be tolerated. The Informal Resolution System (IRS) is the preferred method of addressing a complaint at the lowest level. If IRS does not work, the preferred method for a formal complaint is Request Mast.

Any member who commits, condones, or fails to report a complaint will be held to appropriate administrative or disciplinary action. Any act of reprisal against a person for making a complaint will also be subjected to appropriate administrative or disciplinary actions.

Let us leverage our diversity and use it as the strength that it is. We must continuously learn from each other and our differences as we form the unbreakable bonds that will continue to allow our Corps and Country to achieve great success.

For further assistance, you may contact my unit EOR, Staff Sergeant Michael I. Bailey at (703) 432-1175 or email, Michael.i.bailey@usmc.mil.

A handwritten signature in black ink, appearing to read "R. E. Cato II".

R. E. CATO II  
Lieutenant Colonel, U.S. Marine Corps  
Commanding Officer  
Security Battalion