



U. S. MARINE CORPS INSTALLATIONS NATIONAL CAPITAL REGION
MARINE CORPS BASE QUANTICO



**Equal Opportunity and Sexual Harassment
Policy Statement**

The Marine Corps is built on trust and teamwork shared between Marines. Trust involves fair, scrupulous, and unbiased treatment. These are Marine Corps standards and will continue to be enforced. Today, equality for all persons and diversity within our ranks are the pillars which allow the Marine Corps to succeed.

As the Commander of Marine Corps Installations National Capital Region and Marine Corps Base Quantico, I am committed to ensuring all Marines, Sailors, and Civilian Marines are treated with dignity and respect, regardless of race, color, gender, religion, national origin, sex, or sexual orientation. Our goal is to eliminate sexual harassment and discrimination of all kinds and to assist those that are impacted by this despicable enemy.



I am also committed to actively working with base and tenant organizations to ensure policies, procedures, and practices are inclusive for all.

Discrimination and sexual harassment undermine morale, cohesion, and trust; they are degrading and immoral acts that tarnish the reputation of our Corps. Sexual harassment is a form of discrimination that involves unwelcomed sexual advances, requests for sexual favors, and other verbal and/or physical interaction of a sexual nature. Whether intentional or not, discrimination and sexual harassment can create a hostile work environment. Discrimination and sexual harassment of any form will not be tolerated and may result in administrative and/or disciplinary actions. Furthermore, intimidation, reprisal, or further harassment as a result of a complaint will not be tolerated.

Any individual who believes he or she has been discriminated against or subject to sexual harassment within this command, is encouraged to use the Informal Resolution System (IRS) as a means of resolving issues at the lowest level. If the IRS is not a feasible way to resolve issues, the preferred method of filing a formal complaint is request mast.

Should you feel that you have been discriminated against, notify your command's Equal Opportunity Advisor at (703) 432-0764.

Commanders must ensure that every member aboard this installation is informed and understands the Marine Corps policy regarding equal opportunity, the complaint process, request mast, and reprisal prevention. Ensure that all reports of these acts are addressed in a timely manner and in accordance with directives and regulations.

We must set the example at all times and take care of the Marine, Sailor, or Civilian next to us.

Michael L. Brooks
Commanding Officer, U. S. Marine Corps
Marine Corps Installations National Capital Region
Marine Corps Base Quantico