



## COMMANDING OFFICER'S POLICY ON MILITARY EQUAL OPPORTUNITY



As Marines and leaders, we have an unyielding obligation to treat all individuals with dignity and respect. At Security Battalion, we will foster a command climate that promotes fair and equal treatment for every Marine, Sailor, civilian, and contractor under our charge. Discrimination, harassment, hazing, bullying, ostracism, sexual harassment and other prohibited behaviors will not be tolerated. All departments and sections must cultivate an environment where personnel are accountable to one another and feel empowered to address and report violations. Many issues can be resolved through open communication and leadership at the lowest level. However, when necessary, all personnel are encouraged to escalate concerns through the Equal Opportunity Coordinator (EOC) or via the chain of command.

Marines & Sailors who believe they have been subjected to violations of this equal opportunity policy have two primary avenues in accordance with USMC policy to address MEO-related grievances: The Informal Resolution System (IRS) – a method that allows for prompt, direct communication between the involved parties, with or without third-party facilitation. The second method is the Formal Resolution that includes an assignment of an investigating officer and command investigation. Additionally, Request Mast – a formal process that provides access to the Commanding Officer for unresolved or sensitive matters.

All reported violations of this policy will be evaluated and have appropriate actions assigned to ensure the timely adjudication of the alleged offense. The goal of these actions will be to seek the behavior changes necessary to ensure we all remain compliant with our Corps' values of Honor, Courage, and Commitment. Reprisal against any individual reporting an incident or serving as a witness in an investigation will not be tolerated. Maintaining the integrity of our processes and procedures ensures we are able to maintain a positive equal opportunity climate within the Battalion.

MCO 5354.1G (Marine Corps Prohibited Activities and Conduct Prevention and Response Policy) prohibits discrimination based on race, color, religion, sex (including pregnancy), sexual orientation, or national origin. We are committed to upholding an environment where every individual can thrive and contribute to the mission with confidence and pride. Civilian Marines are required to contact their respective EO office to address any EO grievances. Contractors are required to contact their Contracting Officer Representative.

A handwritten signature in black ink, appearing to read "D. M. Edick".

D. M. EDICK  
Lieutenant Colonel, U. S. Marine Corps  
Commanding Officer  
Security Battalion