



## I MARINE EXPEDITIONARY FORCE SUPPORT BATTALION

### EQUAL OPPORTUNITY

We are a team of disciplined professionals. It is our collective responsibility to cultivate a climate of inclusion. As professionals, we treat every teammate with dignity, fairness, and respect. We may come from different backgrounds, but have all chosen a path of service and are joined in common purpose by our sworn oath. Our team is a reflection of our nation's unique diversity- we embrace and empower *all* perspectives.

Our combat effectiveness depends on mutual trust and confidence among all members of the team. Any type of discriminatory or degrading activity, including sexual harassment, breaks this trust and negatively impacts individual and unit discipline, morale, and combat effectiveness. The Marine Corps' policies on equal opportunity and sexual harassment are very clear. No form of discrimination, whether based on age, color, gender, race, religion, national origin, or sexual orientation will be tolerated- nor will sexual harassment be tolerated. Those found guilty of violating the Marine Corps' policies and orders on equal opportunity shall be held accountable in accordance with the Uniform Code of Military Justice (UCMJ).

The objective of the Command's EO program is to promote equal opportunity for all Marines and Sailors within this command. Leaders will evaluate Marines and Sailors only on individual merit, fitness, capability, and performance.

If you believe you have been discriminated against or sexually harassed, you have the responsibility to tell the offender that their conduct is inappropriate as soon as it occurs. If this does not resolve the issue, seek assistance from the Command Equal Opportunity Representative (EOR), or notify your chain of command immediately. Marines and Sailors must understand that if their behavior causes anyone in the command to voice an objection they must take this concern seriously and ensure they modify their behavior to encourage a climate of mutual respect. I expect leaders at all levels to immediately correct unprofessional, inappropriate or disrespectful behavior in order to ensure a professional, respectful, and positive environment. At any time, every Marine and Sailor in I MSB has the absolute right to Request Mast to discuss their concerns.

Our inherent diversity is a powerful tool enabling our mission success. All hands shall nourish and build upon this strength by adhering to Marine Corps' equal opportunity policies and ensuring a professional climate of trust and respect.

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

M. M. MELENDEZ

LIEUTENANT COLONEL, USMC

COMMANDING OFFICER, I MARINE EXPEDITIONARY FORCE SUPPORT BATTALION