



Commanding Officer's Policy on Sexual Harassment

The purpose of this policy is to ensure all assigned to this command are treated with dignity and respect.

Per Marine Corps Order 1000.9A, sexual harassment is defined as a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: (a) submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, career, or; (b) submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or; (c) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.

Sexual harassment devalues the individual and is a betrayal of the fundamental trust that all Marines and Sailors will be treated with dignity and respect. As I have previously stated, the purpose of this battalion is success in combat, and a shared trust is critical to this success. We cannot expect Marines and Sailors to willfully make the sacrifices we will ask of them in combat if we have betrayed this fundamental trust.

Therefore, sexual harassment is strictly prohibited. Any leader who fails to correct or uses/condones any form of sexual behavior to control, influence, or affect the career, pay or job of a Marine, Sailor or civilian employee is engaging in sexual harassment. Similarly, any Marine, Sailor or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature in the workplace is also engaging in sexual harassment.

Any Marine or Sailor who is the subject of sexual harassment is afforded the opportunity, either informally or formally, to seek redress. The decision to utilize either informal or formal procedures rests solely with the Marine or Sailor, not his chain of command. Whenever possible, Marines and Sailors are encouraged to use the Informal Resolution System, as this is often the most expeditious means to achieve resolution. Request Mast procedures are the preferred method of making a formal complaint of sexual harassment.

This is a leadership issue, and I expect leaders to lead.

Semper Fidelis,

A handwritten signature in black ink, consisting of several fluid, connected strokes that form the name Carl E. Cooper, Jr.

Carl E. Cooper, Jr.
Lieutenant Colonel, U. S. Marine Corps
Commanding