

**COMMANDING OFFICER, 4TH MARINE CORPS DISTRICT
POLICY STATEMENT ON
EQUAL OPPORTUNITY AND SEXUAL HARASSMENT**

The 4th Marine Corps District will provide equal opportunity for all Marines, Sailors and civilians without regard to race, color, religion, gender, age, or national origin, and will provide an environment free of sexual harassment. We will maintain, at all levels of leadership and responsibility, the uncompromising standard of fair, objective, and unbiased treatment of all. All leaders must create and sustain a climate that enables Marines, Sailors and civilians to voice complaints and resolve conflicts without fear of reprisal. We will ensure that all personnel are treated fairly, with dignity and respect. All leaders will take swift and aggressive action when these standards are not maintained.



Discrimination is morally wrong and fundamentally at odds with our core values of honor, courage, and commitment. It destroys morale, teamwork, and esprit de corps, and degrades the ability to accomplish our mission. I will not tolerate sexual harassment, sexist behavior or language, or discrimination in any form by any member of this command, regardless of rank or position. All leaders in the 4th District have a responsibility to establish a professional climate that exemplifies our core values. The first impression that we are making on the young men and women that we recruit into our ranks will have a lasting impact on the future character of our Corps.

All members of the 4th Marine Corps District are encouraged to report unequal treatment and inappropriate behavior without fear of reprisal. The Informal Resolution System (IRS) allows for a quick and full resolution at the lowest possible level by addressing the issue directly with the person demonstrating the inappropriate behavior or by seeking a third party to intervene. In the event the IRS does not resolve the inappropriate behavior, then the formal method of Request Mast should be used. The preferred method for addressing formal complaints of discrimination, to include sexual harassment, is Request Mast. I will personally ensure all reports of discrimination, sexual harassment, hazing, and/or any type of inappropriate behavior are immediately investigated and fairly resolved. If you believe you are a victim of discrimination and/or sexual harassment of any kind, notify your chain of command or the 4th District Equal Opportunity Representative, Captain Darby at (717) 770-4647.

A handwritten signature in black ink, appearing to read "J. A. Bolt".

J. A. BOLT
Colonel, U.S. Marine Corps
Commanding Officer