



# COMMANDER'S POLICY STATEMENT

## EQUAL OPPORTUNITY



Combat Logistics Battalion 22 takes pride in promoting a command climate of fair and equal treatment for everyone without regard to color, race, religion, sex / gender identity, sexual orientation, or national origin. Equal opportunity is inherent to Marine and Navy core values and is the responsibility at all levels in our command. Our success promotes camaraderie in garrison and remains a cornerstone for our continued success on the battlefield. It is this camaraderie that binds us together and makes us the premier expeditionary force in readiness in the world.

To maintain and sustain this unique bond and trust in one another, every Marine, Sailor, and civilian will endeavor to treat each other with fairness, dignity, and respect at all times and behave as **professional warfighters**. Discrimination is the singling out of an individual for less than positive gain and treating an individual with disdain or showing partiality that is contrary to our established military norms. Sexual harassment, a form of discrimination, involves unwanted sexual advances or favors along with inappropriate verbal or physical conduct of a sexual overtone.

Discrimination and sexual harassment have no place in our command as they do not uphold our core values of honor, courage, and commitment. All personnel, regardless of rank or position, who become aware of any act of discrimination or sexual harassment, are expected to take immediate action to stop and correct this unacceptable behavior. Per MCO P5354.1D, any Marine or Sailor who is a victim of discrimination, to include discrimination on the basis of sexual orientation or sexual harassment, has the responsibility and right to take immediate action by using the informal resolution process or by filing a formal complaint through the preferred method of Request Mast per MCO 1700.23F. An Equal Opportunity complaint can be made orally or in writing in accordance with NAVMC 2921 with Change 1. Reprisal or acts of intimidation related to a complaint will not be tolerated and are also subject to disciplinary or administrative action.

Positive leadership and knowing your Marines and Sailors eliminates discrimination and sexual harassment and establishes a healthy command climate of teamwork and camaraderie. Our responsibility is to uphold the honor and tradition of the United States Marine Corps and the United States Navy in fostering an environment of high morale, camaraderie, and professionalism. Every Marine or Sailor serving in our proud organization has a responsibility to ensure that we meet our standards of equality and trust for one another. I direct all leaders to educate their Marines and Sailors on the identification of discrimination and sexual harassment and the reporting and complaint resolution procedures.

  
S. P. MULLEN  
Commanding Officer  
Combat Logistics Battalion 22