

COMMANDING OFFICER'S STATEMENT ON EQUAL OPPORTUNITY AND HAZING

Equal Opportunity is an integral and essential part of our Corps values of Honor, Courage and Commitment. All members of Marine Corps Logistics Base, Albany are valuable assets and contribute to the overall success our mission. All personnel will be treated equitably, with dignity and respect, and provided a professional workplace environment commensurate with those qualities.



Discrimination: is the illegal treatment of a person or group based on race, religion, color, national origin, gender, or sexual orientation. Discrimination also includes persons condoning, ignoring, or failing to correct negative and hostile working environments. Sexual orientation discrimination includes being treated differently or harassed based on a person's real or perceived sexual orientation -- whether gay, lesbian, bisexual, or heterosexual. Discrimination threatens morale, breeds mistrust, impairs unit cohesion and impedes our ability to perform our mission.

Sexual harassment: is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal/non-verbal gestures or physical conduct of a sexual nature made implicitly or explicitly to intimidate or create a hostile or offensive working environment. Both forms of discrimination create an unhealthy climate, are illegal, and are inconsistent with our core values of Honor, Courage, and Commitment.

Hazing: is any conduct whereby a military member(s) cause another military member regardless of service or rank to suffer or be exposed to any activity which is cruel, abusive, humiliating, oppressive, demeaning or harmful. Any actions of misconduct, inappropriate behavior, and/or discrimination, to include sexual harassment, sexual orientation discrimination and hazing are unacceptable and will not be tolerated within this command. Perpetrators of such conduct will be subject to immediate administrative and/or disciplinary action.

The preferred method to identify and correct discriminatory practices is the chain of command through the use of the Informal Resolution System (IRS). The IRS is the most expeditious means to attempt resolution and restore the trust necessary for unit cohesion. In cases where the IRS is not possible, Request Mast is the preferred method for filing a formal complaint. All members have the right to report incidents of discrimination, sexual harassment and sexual orientation discrimination without fear of reprisal. If you believe you have been the subject of reprisal based on sexual orientation, your avenue for redress and resolution is the Command Inspector General's Office.

If you believe you have been the subject of (or witness to) acts of discrimination, to include sexual harassment and hazing you should report it to your immediate chain of command or contact the Equal Opportunity Representative, GySgt Campos at (299) 639-5762.

A handwritten signature in black ink that reads "James C. Carroll III". The signature is stylized and cursive.

JAMES C. CARROLL III
COLONEL, U. S. MARINE CORPS
COMMANDING OFFICER
MARINE CORPS LOGISTICS BASE ALBANY