

**COMMANDING OFFICERS 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 of 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, sex, sexual orientation or gender identity. 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.

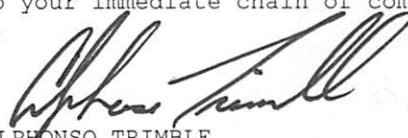
Following are specifically restricted types of conduct by a military member or DOD employee: Hazing is when one causes another military member regardless of service or rank to suffer or be exposed to any activity which is cruel, abusive, humiliating, oppressive, demeaning or harmful or creates a risk of physical or psychological injury. Bullying is when one excludes or rejects Service member(s) through cruel, abusive, humiliating, oppressive demeaning or harmful behavior, resulting in diminishing the member's dignity, position or status. Ostracism is when one excludes or rejects Service member(s) from social acceptance, privilege or friendship with the intent to inflict emotional distress or discourage the due administration of justice. Retaliation is when one takes or threatens to take any unfavorable action against an individual because they conducted or prepared to conduct: a protected communication, report a criminal offense, acted to further EEO or MEO laws and regulations, opposed direction to engage in unlawful activity.

Service members and DOD employees are restricted from the following activities: Broadcasting or wrongfully distributing an intimate image without legal justification or consent from the person depicted. Intimate images include those that depicts another person who is identifiable from the image or information conveyed along with it and depict that person engaging in sexually explicit conduct or depicts the private area(s) of that person. Participating in any way in dissident and/or protest activity that involves actively participating in or advocating for supremacist, extremist or criminal doctrine, ideology or causes that advance efforts to deprive individuals of their civil rights.

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 at (229) 639-5762.


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