

## COMMANDING OFFICER'S POLICY STATEMENT ON EQUAL OPPORTUNITY

Blount Island Command and Marine Corps Support Facility - Blount Island have the privilege and responsibility to ensure the health and welfare of its Marines, Sailors, Civilian Marines, and their families. We accomplish this mission by developing and sustaining an atmosphere that fosters the growth and maturing of our members into "whole Marines, Sailors, and Civilian Marines" who live their lives in accordance with our core values of Honor, Courage, and Commitment.



We will only fully achieve this objective when all are treated with dignity, respect, and fairness. Each of our members deserves just that. It is the responsibility of your leaders to create and sustain an equal opportunity climate that fosters open communication, reporting without fear of intimidation or reprisal, and an environment free from all forms of discrimination, sexual or non-sexual harassment, and hazing. This is accomplished through strict adherence to our leadership traits and principles and by being examples 24X7...we are always Marines, Sailors, and Civilian Marines. Leaders do not discriminate, harass, nor haze their members, nor do they tolerate those who do.

We will not tolerate any form of discrimination, sexual harassment, or hazing. I expect all Marines, Sailors, and Civilian Marines to do the same. The preferred method to identify and correct discriminatory practices is through the chain of command. If you suspect or if you are a victim of discrimination, sexual or non-sexual harassment, or hazing, speak with the offender, verbally or in writing, and advise them that their conduct is offensive and/or inappropriate. If this action does not resolve the issue, notify your chain of command immediately. If you observe discrimination, sexual harassment, or hazing you have the obligation to take appropriate action. The informal resolution system (IRS) and the discrimination complaint process are the preferred methods for resolving these issues. Request Mast is also an appropriate option for submitting formal complaints.

The most precious resource we have is our Marines, Sailors, and Civilian Marines. Each deserves our respect and fair, equitable treatment. We must provide professional and continuous leadership and mentorship in order to combat all forms of discrimination, harassment, hazing, and preserve our force.

A handwritten signature in black ink, appearing to read "M. R. Crabill". The signature is stylized and written in a cursive-like font.

M. R. CRABILL  
Colonel, U.S. Marine Corps  
Commanding Officer  
Blount Island Command  
Marine Corps Support Facility - Blount Island