



## Equal Opportunity & Prohibited Activities and Conduct Policy Statement

Lieutenant Colonel Andrew S. Harkins

Commanding Officer  
1st Transportation Battalion



As Marines and Sailors, we must uphold ourselves to our core values of **Honor, Courage, and Commitment**. MCO 5354.1F, Prohibited Activities and Conduct, defines and address bullying, ostracism, retaliation, harassment, sexual harassment, wrongful distribution or broadcasting of an intimate image, dissident, and protest activity (including supremacist activity) with appropriate administrative and disciplinary action. I also do not condone false allegations. These activities eat the organization from within and detract our ability to focus on supporting the MEF and preparing for future conflicts. As such, we do not tolerate these Prohibited Activities.

The climate within the organization starts from the top, but everyone, **regardless of rank or position**, has the responsibility to **act appropriately**. We must hold each other accountable and identify individuals who demonstrate selfishness by conducting Prohibited Activities. We take complaints of Prohibited Activity and Conduct seriously as these activities are cancers to our organization. Any member with knowledge of such conduct is hereby **tasked to report** the incident to their leadership and/or Command Equal Opportunity Representative. Complaints will be thoroughly investigated, corrective action taken, and individuals held accountable when appropriate. All reporters (recipients and witnesses) are protected from any and all forms of retribution.

I am personally committed to maintaining a climate that fosters equal opportunity for all members of the Battalion, regardless of sexual orientation, gender identity, age, rank, or ethnicity. Marines and Sailors are solely evaluated based upon their individual merit, physical fitness, and proficiency. Every Marine and Sailor will be treated with fairness, dignity, respect, care, and concern. We all come different backgrounds, are raised by different parents with different beliefs, and have formed our own, individual beliefs. We don't have to agree with each other's beliefs but we do have to respect them. I **task** every member of the battalion to **treat each other with the respect** you would give towards a brother or sister. **We are a family.**

To accomplish my objective to hire and retain the high caliber individuals that our Marine Corps demands, it is imperative we have a work environment that treats each person with fairness and dignity. The chain of command and the Battalion Equal Opportunity Representatives will ensure that all personnel understand the Marine Corps' policy regarding Equal Opportunity and Prohibited Activities and Conduct, and how to contact the Battalion's Equal Opportunity Representatives. The Battalion Equal Opportunity Advisor can be contacted at (760)725-0984. This policy must be briefed to all hands and posted on all read boards and turnover binders.

Prohibited Activities take us off our focus on providing the support to the MEF as well as preparing for future conflict. We must hold ourselves and each other to what our core values of Honor, Courage, and Commitment demand. By doing so, we have a positive command climate where all members feel part of the team!

Semper Fidelis,

A. S. HARKINS

Lieutenant Colonel, U. S. Marine Corps  
Commanding