

Commanding Officer's Policy Statement on Equal Opportunity and Sexual Harassment

I am committed to commanding an organization free from discrimination and sexual harassment. The Marines, Sailors, and Civilian Marines of CBIRF deserve to work and live in an environment where everyone is treated with respect and dignity regardless of race, color, gender, religion, age, national origin, or sexual orientation.



Our people are our most precious asset, and we pride ourselves on never leaving a comrade behind. CBIRF is made up of some of the best men and women that our elite Corps has to offer, and it is through them and their efforts that we are able to accomplish our challenging and critical mission. Simply put, our ability to accomplish our mission depends, as it always has, on the individual Marine and Sailor, and as such, we must set the conditions that will allow our personnel to succeed. We will accomplish this through proactive, dedicated, and involved leadership that sets a standard of equal treatment and opportunity for each and every individual in CBIRF.

I expect all members of CBIRF to practice "the golden rule," treating all others as they would want to be treated – and expect the same from those with whom they serve. I expect all of our Marines, Sailors, and Civilians to live up to our Core Values of Honor, Courage, and Commitment. Discrimination and sexual harassment tear at the very fabric of our core values and degrade our readiness.

Simply put, discrimination and sexual harassment in any form WILL NOT be tolerated in CBIRF. Every member of this command WILL be evaluated solely on individual merit, performance, fitness, and capability. Incidents of discrimination and sexual will be immediately addressed and subject to disciplinary action. CBIRF leaders at every level will take prompt, decisive, and appropriate corrective action when discrimination or sexual harassment occurs and report any such occurrence through the chain of command. All personnel will utilize their chain of command to resolve issues at the lowest level or utilize the Informal Resolution System; members also have the option of filing a formal complaint, preferably using the established Request Mast procedures. Assistance is available through your chain of command or the CBIRF Equality Opportunity Representative, Gunnery Sergeant Maribel Coleman at (301) 744-1067.

"Semper Fidelis!"

A handwritten signature in blue ink, appearing to read 'M. L. Carter', written over a horizontal line.

M. L. CARTER
Colonel, United States Marine Corps
Commanding Officer