



Combat Logistics Regiment 3
3d Marine Logistics Group
Okinawa, Japan

Military Equal Opportunity Policy Statement



We are an elite warfighting organization. Upholding our core values of Honor, Courage, and Commitment means protecting our own. I expect every member of this command to actively promote a climate of mutual respect and to look out for the welfare of the Marine or Sailor to their left and right.

Mission readiness requires unit cohesion, trust, and teamwork. These elements only exist in an environment where every is treated with dignity and respect. My intent is to foster a command climate free from discrimination, harassment, hazing, bullying, and retaliation. Conduct that degrades or devalues our personnel directly threatens our warfighting capability and will not be tolerated.

In accordance with reference, the following activities are strictly prohibited and not be tolerated:

- **Hazing & Bullying:** Any conduct through which a military member or employee causes another to suffer or be exposed to an activity that is cruel, abusive, humiliating, or oppressive.
- **Sexual Harassment:** Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that creates an intimidating, hostile, or offensive working environment.
- **Prohibited Discrimination:** Any action that unlawfully or unjustly results in unequal treatment of persons or groups based on race, color, national origin, religion, sex (including gender identity), or sexual orientation.
- **Dissident and Protest Activities:** Active participation in extremist organizations or activities that are detrimental to good order, discipline, or mission accomplishment.
- **Retaliation:** Taking or threatening to take adverse personnel action against an individual for reporting or planning to report a criminal offense or PAC violation.

I expect any member who experiences or witnesses a PAC violation to report it immediately. You have multiple avenues to report:

- **Chain of Command:** Your immediate leadership is your primary resource.
- **EOA or EOR:** For guidance, informal resolution, or to file a formal complaint.
- **Inspector General (IG):** Available for direct reporting of abuses.
- **Anonymous reporting options** remain available through the command's EOA/EOR network.

Leaders at all levels must enforce this policy, actively monitor their command climate, and take immediate, decisive action when a PAC violation is suspected. Leaders who fail to act or who foster a permissive environment will be held accountable.

Semper Fidelis,

Arnold B. Selvidge
Colonel, USMC
Commanding Officer, CLR-3

Reference: MCO 5354.1F, *USMC Prohibited Activities and Conduct Prevention and Response*