

**Commandant of the Marine Corps
Anti-Harassment Policy**

AUG 22 2022

I am strongly committed to providing a work environment free from harassment and in which all members of our team are treated with respect and dignity. Harassment is defined as any unwelcome verbal or physical conduct based on an individual's protected category such as race, color, gender, national origin, religion, age, disability, genetic information, reprisal, sexual orientation, status as a parent, or gender identity when submission to such conduct is made either explicitly or implicitly a term or condition of employment.



My policy against harassment, including sexual harassment is simple: Any type of harassment that threatens, insults, intimidates or discriminates against personnel, or upsets the workplace environment, will not be tolerated. Harassment is not acceptable by any rank, military or civilian. Leaders must be vigilant in preventing harassing conduct as early as possible, before it becomes pervasive. Harassment is a form of disrespect and has no place in the Marine Corps.

Employees should immediately report incidents of harassment to one of the following: management official or supervisor, EEO, legal, or any other official(s) as designated by me. Appropriate disciplinary action will be taken against managers or supervisors who fail to take appropriate action on reports of harassment, and against employees who instigate or take part in any form of harassment.

Our success and mission accomplishment can only be achieved in an environment free of harassment for all employees. Each of us must take personal responsibility to end any form of harassment in the workplace. A copy of this letter will be posted on all official bulletin boards. Semper Fidelis!

A handwritten signature in black ink, appearing to read "D. H. Berger". The signature is stylized and written in a cursive-like font.

David H. Berger
General, U.S. Marine Corps
Commandant of the Marine Corps