



Marine Unmanned Aerial Vehicle Squadron 3
(VMU-3)



Policy on EO and Sexual Harassment

15 April 2016

Equal Opportunity

-**Team.** VMU-3 is a team. Teams that allow discrimination, bias, and harassment to occur are not cohesive teams that win. We must cultivate a team that is able to understand, appreciate, and respect individual differences. Our different geographical origins, upbringing, background, ethnicity, religion, preferences, and experiences formulate who we are as an individual. Good teams thrive leveraging these differences. Unsuccessful teams focus on the differences and allow them to become issues. Understand that what makes us different is also a source of strength for the team. Diversity on a team provides opportunities for different perspectives, different ideas, and different experiences and in the end makes us a stronger team. Discrimination, bias, or harassment based on these differences or any individual differences will not be tolerated on this team.

-**Equality.** Some of the most diverse slices of the U.S. population exist in a military unit. The military exists to defend and preserve democracy for our Republic and it is therefore fitting that the military has also been at the forefront of equality in the U.S. in the areas of gender equality, racial equality, and sexual orientation equality. Equality gives everyone an equal starting position, but does not guarantee an equal outcome. The outcome is entirely controlled by you, through your own merit, performance, ability, and fitness.

-**Fairness.** Marines and Sailors will be given an equal opportunity to demonstrate performance, ability, and fitness. On this team, there will be no bias, discrimination, or preconceived notions of any Marine or Sailor.

Sexual Harassment

-Our Marines and Sailors deserve an environment free from sexual harassment both on and off duty. Sexual harassment is not professional, not appropriate, and will not be tolerated.

-**Definition.** Sexual harassment is defined as a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when either:

- (a) Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career.
- (b) Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person.
- (c) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.

-Sexual harassment is counter to trust, good order and discipline, and our core values. If your fellow Marines and Sailors can't trust you in garrison to make sound decisions for their well-being, how will they be able to trust you in combat?

-If you have been a victim of discrimination or sexual harassment, please bring it to your leadership's attention or your Squadron EO representative.

Semper Fidelis,

LtCol Wayne Phelps
Commanding Officer
VMU-3