

POLICY STATEMENT ON SEXUAL HARASSMENT

It is the policy of the United States Marine Corps that sexual harassment in the work environment is unacceptable conduct and will not be tolerated. Personnel at all levels, both military and civilian, are expected to maintain high standards of honesty, impartiality, and conduct to assure proper accomplishment of the assigned mission of Marine Corps Community Services.

Harassment on the basis of sex is a prohibited personnel practice, and is a violation of Title VII of the Civil Rights Act of 1964, as amended. Any behavior which undermines the integrity of the employment relationship is considered sexual harassment. Every employee must be allowed to work in an environment free from unsolicited or unwelcome sexual overtures. Deliberate and repeated unsolicited verbal comment, gestures, or physical contact constitute sexual harassment.

A supervisor who uses implicit or explicit coercive sexual behavior to control, influence, or affect the career, salary, or employment of an employee is engaging in sexual harassment; however, it does not necessarily need to be directly related to specific job opportunity or benefit, but also includes the psychological atmosphere created. Harassment between peers is covered, as well as between supervisors and employees. All activity in the employment relationship is covered whether on or off the work site. All employees should avoid any conduct, which is unwelcome or interferes with work productivity. At the same time, it is not the intent to regulate social interaction or relationships freely entered into by federal employees.

Complaints of alleged sexual harassment by civilian employees would be processed by the Equal Employment Opportunity Office under the Discrimination Complaint Processing Procedures, and will be examined impartially and resolved promptly. Disciplinary action will be taken as deemed appropriate.