Commandant of Midshipmen’s Policy on Equal Opportunity and Harassment

As the Commandant of Midshipmen, I am personally committed to providing a work environment that supports equal opportunity and is free from harassment, hazing, bullying and unlawful discrimination on the basis of race, ethnicity, national origin, sex, religion, sexual orientation, or gender identity.

I am counting on each and every midshipman to ensure there is fair, honorable, and unbiased treatment of all so you can be empowered to reach your full potential and build relationships that foster unit cohesion. Accordingly, we must keep every area free from discriminatory practices, harassment, and reprisal.

I fully expect every midshipman to take swift action where and when deviations from these principles are evident. Reprisal against any individual who seeks equal opportunity guidance, files a complaint, and/or attests to discriminatory practices will not be tolerated. Discrimination and harassment are wrong and inconsistent with our Navy Ethos and our Navy Core Values.

I charge each of us to continuously strengthen our efforts to ensure that equal opportunity is afforded to everyone, and that it remains an integral part of who we are. Join me in creating a climate of dignity and respect.

I encourage you to report any form of Unlawful Discrimination and Harassment to the Brigade Command Managed Equal Opportunity Program Manager and/or Leadership.

J. P. MCDONOUGH III
Colonel, U.S. Marine Corps
Commandant of Midshipmen