



## MARINE CORPS AIR STATION BEAUFORT SEXUAL HARASSMENT POLICY STATEMENT



Sexual harassment is defined as a form of sex discrimination involving unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: (a) submission to or rejection of such conduct is made explicitly 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, or (c) such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive working environment.

Sexual harassment is unacceptable behavior and shall not be tolerated. As the Commanding Officer, I am committed to eliminating and preventing sexually harassing behaviors and will take appropriate disciplinary action when violations occur.

Anyone sexually harassed should make it clear that such behavior is offensive and report the behavior through the appropriate chain of command. Necessary actions will be taken to eliminate the harassment, real or perceived, and to change the unacceptable behavior of the harasser. All managers and supervisors are held responsible for ensuring that any incident of sexual harassment is dealt with swiftly, fairly, and effectively, thereby ensuring a work environment free from sexual harassment.

All managers and supervisors shall ensure that this policy statement is understood by all persons under their supervision. I personally solicit your active commitment to deal with and eliminate all forms of sexual harassment within this Command.

Any employee who believes they have been the subject of harassing conduct or behavior should report the matter promptly to either a person in their supervisory chain and/or the EEO Office at (843) 228-2647/4919.

A handwritten signature in black ink, appearing to read "Karl R. Arbogast".

Karl R. Arbogast  
Colonel, United States Marine Corps  
Commanding Officer