

Military Equal Opportunity



DODI 1350.02, DOD MEO PROGRAM
MCO 5354.1G, PROHIBITED ACTIVITIES & CONDUCT



Katherine McComis, 2D MLG
W: 910-451-0399
C: 910-545-2514

Overview

- The Equal Opportunity program strives to create a culture of dignity, respect, and trust. All members shall be afforded equal treatment and opportunity to achieve their full potential based solely upon individual merit, intellect, and ability. All Marines are responsible for cultivating a positive climate.

Point of Contact

Equal Opportunity Advisors are the subject matter experts on the Military Equal Opportunity Program and the PAC complaint process. EOAs have confidentiality for matters involving sexual harassment. All other communication is protected from retaliation.

Katherine McComis, 2D MLG EOA
910-451-0399
katherine.brunson@usmc.mil

Reporting Avenues



WHO CAN INITIATE A COMPLAINT:

- Service member who experienced the conduct
- Third-party who is impacted by the conduct
- Command member with knowledge of the conduct
- *Option to anonymously report to EO, IG or NCIS*

Reporting Options:



CONFLICT MANAGEMENT

- Informal process to resolve the issue at the lowest level possible. Typically involves mediation by the EOA.
 - Not available for allegations involving quid pro quo, unwanted sexual contact or wrongful distribution or broadcast of intimate image.



COMPLAINT RESOLUTION

- Formal resolution process that includes a command investigation into the allegations. Allegations may be substantiated or unsubstantiated by the Commanding Officer based on evidence available.



CONFIDENTIAL REPORTING

- Only available for sexual harassment. Reports of sexual harassment may be made to the EOA. Command will not be notified. The complainant will be offered information on support resources.

Prohibited Activities & Conduct

HARASSMENT

- Knowingly, recklessly, or intentionally and with a nexus to military service engages in behavior that is unwelcome or offensive to a reasonable person that creates an intimidating, hostile, or offensive environment.

BULLYING

- Form of harassment that involves conduct that includes acts of aggression by a servicemember to physically or psychologically harm another without proper military purpose. Involves singling an individual out for ridicule because they are different or weak.

HAZING

- Form of harassment that involves conduct by a servicemember to physically or psychologically harm another without proper military purpose. Purpose is initiation, admission into, change in position or condition for continued membership in the organization.

SEXUAL HARASSMENT

- Unwanted sexual advances, demands/requests for sexual favors, or knowingly engaging in other conduct of a sexual nature when (1) submission is made a condition of career or entitlements; (2) submission or rejection is the basis of decisions that affect the person's career or entitlements; or (3) it is so severe or pervasive that it creates an intimidating or hostile work environment. (Art 134, UCMJ)
- Any use of sexual behavior to control, influence or affect the career or job of another. Or any deliberate or repeated unwelcome verbal comments or gestures of a sexual nature.
- Option to file a confidential report with their EOA.

PROHIBITED DISCRIMINATION

- Knowingly, recklessly, or intentionally discriminating, including disparate treatment, against an individual or group on the basis of race, color, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation.

*Definition details/examples can be found in MCO 5354.1G