



**Command Policy on Sexual Harassment**  
***Marine Air Group 13***  
***August 2015***

MAG-13 is committed to providing a climate that ensures that every Marine and civilian is treated with dignity and respect and afforded fair treatment. This Command will not tolerate any form of harassment and is committed to taking all necessary steps to ensure that no one is subjected to harassment. This policy applies to all Marines, all the time, including any social, command or other functions

**Sexual Harassment Defined:**

Sexual harassment may be one or a series of incidents involving unsolicited and unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature.

Sexual harassment in the workplace includes:

- Unwelcome sexual advances (verbal, written or physical).
- Requests or demands for sexual favors.
- Any other type of sexually oriented conduct.
- Verbal abuse or "kidding" that is sex oriented.

**Responsibilities Regarding Sexual Harassment:**

Marines are responsible for:

- All Marines have a personal responsibility to ensure that their behavior is not contrary to this policy.
- Investigating every formal written complaint of sexual harassment.
- Taking swift and appropriate remedial measures to respond to any substantiated allegations of sexual harassment.

**Marcus B. Annibale**  
**Colonel, USMC**  
**Commanding Officer Marine Aircraft Group 13**