

Military Equal Opportunity



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



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Overview

- All Marines are responsible for cultivating an environment free from prohibited activities and conduct. Those seeking advice/guidance may contact the Equal Opportunity Coordinator (EOC) or Equal Opportunity Advisor (EOA). Those interested in filing a formal complaint should speak with the EOA.

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.

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Reporting Avenues



WHO CAN INITIATE A COMPLAINT:

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

Commander has discretion to decide:



CONFLICT MANAGEMENT

- Informal resolution process to seek resolution at the lowest level possible. Typically involves mediation with a third party.
 - Severe and pervasive behaviors (particularly those that involve sexual harassment and hazing) are excluded.



COMPLAINT RESOLUTION

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



DISMISSAL

- Only for established reasons under MCO 5453.1F.

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.

SEXUAL HARASSMENT

- Knowing, reckless or intentional conduct that involves unwelcome sexual advances, requests for sexual favors and deliberate/repeated offensive comments when (1) submission is made a condition of career; (2) submission or rejection is the basis of career decisions; or (3) it unreasonably interferes with performance or creates an intimidating or hostile work environment.

BULLYING

- Form of harassment that involves knowing, reckless or intentional 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 knowing, reckless or intentional 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 org.

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.

DISSIDENT & PROTEST ACTIVITIES

- Knowing and wrongful conduct that involves actively advocating for supremacist, extremist, or criminal gang doctrine, ideology or causes; or actively participating in criminal gangs or organizations that advance, encourage or advocate for illegal discrimination or criminal activity.

WRONGFUL DISTRIBUTION/BROADCAST OF INTIMATE IMAGE

- Distribution or broadcasting of an intimate image without legal justification, when they know or reasonably should know that the depicted person didn't consent and the image is distributed/broadcast: for personal gain; with intent or reckless disregard to humiliate, harm, harass, threaten or coerce the depicted person.

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