**Commander's Responsibilities**

1. Commanders are responsible for establishing effective EO objectives within their command. They must ensure that EO is applied in every command policy, action, and program. They shall establish policies and procedures to ensure the periodic assessment and update of their EO objectives. EO objectives vary with the level of command.

2. All Commanders will:  
    a. Be responsible for publicizing, implementing, and enforcing the Marine Corps policy on EO and discrimination.  
    b. Ensure that EO complaints received by the chain of command are promptly investigated in a fair, impartial manner, and are appropriately resolved without fear of reprisal, intimidation, or retaliation. The procedures for processing complaints are located in chapter 5 of this MCO P5354.1D W/CH1.  
    c. Publish a command policy statement on EO (which includes sexual harassment) to support the EO objectives. This statement should include complaint procedures and identify the possible consequences of engaging in any form of discrimination. The policy statement should be prominently posted on all unit bulletin boards, in common areas, high traffic areas and discussed by unit commanders during leadership training.  
    d. Ensure follow-ups are conducted with personnel involved in investigations to ensure consistent enforcement, timeline compliance, and that reprisal or retaliation has not occurred. Discrimination and sexual harassment issues should be made a special interest item in the command's inspection program.  
    e.  Enhancing Commander accountability (MARADMIN 464/13):  Unit Commanders shall assess their command equal opportunity climate within 90 days upon assumption of command. The DEOCS (DEOMI Equal Opportunity Climate Survey) measures perceptions and attitudes of command members in regard to discrimination and sexual harassment, as well as organizational effectiveness. The DEOCS is offered on-line.

All Commanders are required to ensure all members administratively attached to their commands have the opportunity to participate in the assessment process.  For commands with more than 50 personnel, a climate assessment will be conducted within 90 days of assumption of command, and annually thereafter.  Subordinate commands of 50 or less personnel will be surveyed with a larger unit in the command to ensure anonymity.

All DEOMI Organizational Climate Survey (DEOCS) results will be briefed to the next higher level Commander in the chain of command within 30 days of receipt of the survey results.  Survey administrators will now enter the next level Commander's information on their DEOCS request.