COMMANDER, MARINE CORPS INSTATLLATIONS COMMAND POLICY STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY

The Declaration of Independence states, "We hold these truths to be self-evident, that all men are created equal…" The leaders of our Nation, at that time, were addressing grievances held against England for not treating the Colonies fairly. Today, equality for all persons and diversity within our ranks are the pillars which allow the Marine Corps to maintain the strength to meet the challenges of the security environment in which we operate.

Equal Employment Opportunity is a leadership issue - equal opportunity and leadership combined equate to mission readiness. Our mission requires mutual trust that can only exist in an environment in which every individual is treated with respect and dignity regardless of race, color, gender, religion, age, genetic background information or national origin. I will not tolerate discrimination or harassment.

Within the Marine Corps, we pride ourselves on "taking care of our own." To me, this mandates that leaders at all levels create an environment that values honor, integrity, and caring for the person on one's left or right flank. In order to maintain this proud tradition and create this environment, there can be no tolerance for discrimination or harassment. An environment free of prejudice, disrespect, and mistrust exists only when we treat each other with dignity and respect.

Leaders at all levels are therefore charged with providing a discrimination and harassment free environment. Additionally, leaders will ensure that all Marine Corps Installations Command (MCICOM) civilian employees are provided equal opportunity to develop their leadership and functional skills, advancement in grade and rank, and contribute to the overall effectiveness of our Corps.

SECNAVINST 5800.13 and MCO 12713.6A outline informal and formal resolution procedures. Should a Marine Corps Installations Command civilian employee feel that they have been discriminated against, you are highly encouraged to contact the servicing Equal Employment Opportunity Office. Appropriate administrative or disciplinary action will be administered should an individual's conduct and behavior be inconsistent with the core values of honor, courage and commitment to these principles. These values maintain leadership, discipline and respect for human dignity.

Semper Fidelis,

C. L. HUDSON
Major General, U. S. Marine Corps
Commander, Marine Corps Installations Command