



COMMANDER'S POLICY STATEMENT ON EQUAL OPPORTUNITY

As the Commander of Marine Corps Installations Command and a United States Marine, I will demand that all Marines, Sailors and Civilians Marines be treated with dignity and respect, regardless of their race, color, religion, age, gender, sexual orientation, rank or national origin. We will never, ever take another person's dignity away from them, regardless of the circumstances. Conversely, we will never tolerate those who do.

Any type of discrimination or sexual harassment detracts from our main objective – accomplishing the mission. In addition, this type of behavior undermines our Core Values of Honor, Courage, and Commitment and creates a hostile work environment. It also stifles initiative, degrades our team members, cripples the organization and lowers morale. All of you are valued members of the organization; do not tolerate this type of behavior. Do not become a bystander – each of you has an inherent duty to report instances of discrimination and sexual harassment through your chain of command. You have my personal guarantee that reporting such incidents will not result in any type of reprisal.

If you feel that you have been discriminated against, or have been the victim of sexual harassment, I strongly encourage you to resolve the matter using informal or formal methods. The chain of command is always the preferred means of correction and resolution at the lowest level. While the Informal Resolution System is generally recommended, all Marines/Sailors have the right to request mast if they feel that the chain of command has failed to adequately address their complaints.

Incidents of non-compliance with this policy and/or Marine Corps policy will be handled via appropriate administrative and/or disciplinary action.

For additional assistance, information, or training, contact your unit's Equal Opportunity Representative or the Marine Corps Installations Command Equal Opportunity Advisor, MSgt T.L. Peeks at (571) 388-8037 or at tavis.l.peeks@usmc.mil. DOD civilian employees who require assistance with the Equal Employment Opportunity (EEO), Alternative Dispute Resolution (ADR) or Reasonable Accommodation processes may also contact the EEO Office located in the Pentagon at (571) 256-8301.

Finally, I want to reemphasize the importance of treating each other with dignity and respect at every level of command. I expect commanders and leaders to set the command climate described above. I expect Marines, Sailors, and Civilians Marines of all ranks and grades to not remain bystanders if they observe any type of unacceptable behavior. I am confident that we will always do what is right, and we will always take care of one another.

Semper Fidelis,


JUAN G. AYALA

MAJOR GENERAL, U.S. MARINE CORPS

COMMANDER, MARINE CORPS INSTALLATIONS COMMAND