MARINE CORPS INSTALLATIONS COMMAND EQUAL OPPORTUNITY POLICY STATEMENT

The Declaration of Independence states that "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 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, national origin, sex or sexual orientation. 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.**

All Marines, Sailors, Civilian Marines, and host nation partner employees within Marine Corps Installations Command will treat each other with the utmost dignity and respect. All of us deserve to work in an environment free from practices that can detract from achieving our full potential. Discrimination, to include sexual harassment does exactly that; it detracts from the mission and can create a hostile work environment. Our trust in one another can never be fully achieved with this behavior, thus it will not be tolerated. Do not be a bystander! If you witness any form of discrimination, it is your duty to report it through your chain of command or your local Equal Opportunity Representative/Advisor. It is my personal guarantee that you will not be subjected to reprisal.

If you are a victim of any form of discrimination, I encourage you to use the Informal Resolution System (IRS) to try and resolve the issue at the lowest level. If you feel that the IRS is not an option for you, the preferred method of filing formal complaints is via Request Mast. Anyone that attempts to delay or stifle the reporting of discriminatory practices will be subject to appropriate administrative/disciplinary action.

Should you feel that you have been discriminated against, you are highly encouraged to contact your command's Equal Opportunity Representative, respective Regional Equal Opportunity Advisor or the Marine Corps Installations Command Equal Opportunity Advisor. Department of Defense (DOD) Civilian Marines who require assistance with Equal Employment Opportunity (EEO), Alternative Dispute Resolution (ADR), or Reasonable Accommodations may contact their respective EEO office.

Treating others based entirely on their individual merit, fitness, and abilities maintains the fundamental qualities that are the cornerstones of the legacy of our Marine Corps - pride, leadership, discipline, and respect for human dignity.

Semper Fidelis,

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