



COMMANDING GENERAL'S POLICY ON EQUAL OPPORTUNITY

Equal Opportunity is not just a program; it is an integral part of our core values of Honor, Courage, and Commitment. Equal treatment of all personnel within Marine Corps Installations East-Marine Corps Base Camp Lejeune is vital to the success of our mission. All personnel within this Command will treat each other with dignity and respect. Our greatest assets are the men and women that form this Command; therefore, any action of misconduct, inappropriate behavior, and/or discrimination, to include sexual harassment, demeans the dignity of others. Any mistreatment of personnel within this command is unacceptable, and will not be tolerated.

Discrimination: is the illegal treatment of a person or group based on age, color, gender, race, religion, or national origin. It undermines morale, reduces combat readiness, and prevents the maximum development of the Marines, Sailors, and civilians we lead. Consequently, this includes persons condoning, ignoring, or failing to correct negative or hostile work environments, where one or more of the discriminatory factors mentioned above are present, during the performance of their duties.

Sexual harassment: is a form of discrimination involving unwelcome sexual advances, request(s) for sexual favors, and other verbal or physical conduct of a nature affecting a person through the creation of an intimidating, hostile, or offensive work environment.

For any individual who believes that he or she has been discriminated against, the preferred method of resolution is the Informal Resolution System (IRS). If the IRS does not resolve the inappropriate behavior, the preferred method for addressing formal complaints is the Request Mast process. Any member who is subject to reprisal for filing an equal opportunity complaint should address the reprisal immediately.

Commanders are charged with ensuring members of their commands adhere to the Marine Corps Policy on Equal Opportunity. Members violating this policy, to include knowingly filing a false complaint, will face disciplinary action.

If you believe you have been subject to discrimination, you should report it to your immediate chain of command, or the command Equal Opportunity Representative. Should you require further assistance, advice, or instruction contact the Marine Corps Installations East-Marine Corps Base Camp Lejeune Equal Opportunity Advisor at (910) 451-5372.

A handwritten signature in black ink that reads "T. A. Gorry". The signature is written in a cursive style.

T. A. GORRY

Brigadier General, U. S. Marine Corps

Commanding General, Marine Installations East-Marine Corps Base Camp Lejeune