



**COMMANDING GENERAL'S POLICY ON ANTI-DISCRIMINATION,
ANTI-HARASSMENT, EQUAL EMPLOYMENT OPPORTUNITY, AND AFFIRMATIVE
EMPLOYMENT PROGRAM**

I value each and every civilian employee as an integral part of our installation team, and it's my policy to provide equality of employment opportunity to all Marine Corps Installations East-Marine Corps Base, Camp Lejeune Civilian Marines. I will not accept or condone discrimination based upon race, color, national origin, religion, sex, age, genetic information, disability (mental/physical), sexual orientation, or reprisal/retaliation. Discrimination - to include sexual harassment, reprisal, or any other conduct that demeans the dignity of another person - will not be tolerated. I'm proud that our Corps promotes the full realization of the Equal Employment Office (EEO) through a continuing Affirmative Employment Program to identify and eliminate barriers that impede free and open competition in the workplace. This is the law and Marine Corps policy, both of which I champion and fully support.

I charge both military and civilian leadership to take immediate and appropriate action once made aware of potential or alleged discrimination, and I'll quickly respond to all complaints of discrimination and/or retaliation of reported acts of discrimination. These cases must be taken seriously, as they undermine good order and discipline and destroy the teamwork we need to provide the best possible support to our Marines and families. Any civilian believing to be a victim of unlawful discrimination, harassment, or reprisal is encouraged to report the incident to their supervisory chain of command and/or the EEO. The complaint process is posted on the bulletin boards found near your workspaces and available online on our website. Civilians are encouraged to use the Alternative Dispute Resolution process within the discrimination complaint process for resolution. In all cases, we'll strive to solve the issue at the lowest possible level. For information, contact the EEO located in Building 251, at (910) 451-5272.

Discrimination in any form is divisive and counter to Marine Corps Core Values. Let's move forward together on this. You can be certain of my commitment to maintaining a work environment that fosters equal opportunity for all employees, regardless of whether you are a service member, civil servant, or a job applicant looking to join our team. I charge each and every member of this command to help me make this happen.

A handwritten signature in black ink that reads "R. F. Castellvi". The signature is written in a cursive, flowing style.

R. F. CASTELLVI
Brigadier General, U. S. Marine Corps
Commanding General
Marine Corps Installations East-Marine Corps Base Camp Lejeune