

MARINE CORPS INSTALLATIONS EAST

POLICY ON PROHIBITED ACTIVITIES AND CONDUCT



All members of Marine Corps Installations East, military and civilian, have an inherent right to an environment which enables everyone to maximize their full potential and individual merit. As the Commanding General and Sergeant Major, we are dedicated to Equal Opportunity for all members of this command regardless of race, color, religion, gender (to include pregnancy), sexual orientation, or national origin. Each and every member of this culturally diverse command will be provided an



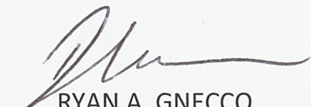
environment that promotes professional growth, dignity, and mutual respect for each other. This is paramount to ensuring the highest standards of growth and moral integrity.


Hazing, Bullying, Harassment, Sexual Harassment, Wrongful Distribution or Broadcast of Intimate Images, Dissident and Protest Activity, and Prohibited Discrimination are counterproductive to mission accomplishment, as they minimize and undermine a unit's morale, good order and discipline, and overall readiness. Equal Opportunity is everyone's responsibility, regardless of rank or position. We charge each of you, as leaders, to take immediate and appropriate action when any form of prohibited activity and conduct is brought to your attention.

Conflict Management is the most preferred method in resolving most complaints of prohibited activities and conduct. This method should be used, whenever possible, to resolve interpersonal conflicts in the workplace at the lowest appropriate level. Seeking sexual favors in return for favorable evaluation, making supervisory decisions based on race, color, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation; unwanted sexual contact, unlawful distribution or broadcasting of an intimate image, and hazing are behaviors excluded from being eligible for Conflict Management.

To initiate a complaint, members may communicate with their chain of command or designated representative (Equal Opportunity Representative), the Equal Opportunity Advisor, the Command Inspector General, NCIS or anonymous tip line. Any member who engages in, or fails to report or prevent any form of prohibited activities and conduct may be subject to appropriate disciplinary actions. Reprisal or acts of retaliation, to include intimidation or ostracism, related to a complaint will not be tolerated and are also subject to disciplinary or administrative action. The Command Inspector General's Office is the avenue of redress for those who believe they have been the subject of reprisal or retaliation actions.

Our core values of Honor, Courage, and Commitment require that fair and impartial treatment is afforded to all members of the Command. When working together to achieve mission accomplishment through teamwork, professionalism, and Esprit de Corps, we build a command climate where excellence is the natural product.


RYAN A. GNECCO
Sergeant Major, U. S. Marine Corps


ANDREW M. NIEBEL
Brigadier General, U. S. Marine Corps
Commanding General

For further guidance or assistance related to Equal Opportunity, my point of contact is the MCIEAST - MCB CAMLEJ Equal Opportunity Advisor at (910) 451-1850 and located in Building 27.