

## COMMANDING GENERAL'S POLICY STATEMENT ON EQUAL OPPORTUNITY

Leaders, we belong to an organization that prides itself on being a "special breed", different from other fighting forces. Inherent in our success is an implicit trust in those Marines, Sailors and Civilians who work and fight to our left and right. When we break that trust, we tear at the very fabric that makes us unique and successful. Therefore it is our duty to ensure our commitment to each other is unfailing. Our Equal Opportunity Policy is simple:

**Marines, Sailors and Civilians of Marine Corps Logistics Command will treat each other with equality, dignity and respect. We will not tolerate any behavior that fosters an environment of discrimination and destroys the camaraderie of our unit.**

Every individual within our organization deserves to be and will be treated fairly and equally regardless of age, race, color, gender, national origin, religion. We will also ensure that there is no discrimination on the basis of disability or genetics among our Civilians. Our success is dependent upon a diverse workforce and therefore any judgments should only be based on an individual's conduct and performance.

Marines, Sailors and Civilians will ensure this policy is carried out without compromise. All members will be vigilant for instances of verbal or physical disrespect and should attempt to immediately resolve issues at the lowest level via the Informal Resolution System or Alternative Dispute Resolution. Leaders will foster an atmosphere that enables everyone to reach their full potential without fear of hazing, discrimination or harassment, to include sexual harassment, and create a command climate that does not inhibit individuals from reporting instances contrary to this policy. Note that reprisal against anyone for making a complaint will not be tolerated. Similarly, anyone who knowingly makes a false allegation of discrimination or sexual harassment may be subject to disciplinary action. Whenever necessary, any member of Marine Corps Logistics Command can file a formal complaint through Request Mast or other Equal Employment Opportunity processes.

Leaders will ensure all members are trained in all aspects of both informal and formal methods to address inappropriate behavior and the policies that govern both the military and civilian sectors. For advice or assistance, military personnel may contact the Equal Opportunity Advisor at 229-395-8692 and civilian personnel may contact the Equal Employment Office at 229-639-5250. Together we will create and sustain an environment that cultivates respect for every member of Marine Corps Logistics Command. Semper Fidelis.



John J. Broadmeadow  
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