



COMMANDING OFFICER'S EQUAL OPPORTUNITY STATEMENT

I demand an environment of mutual respect and dignity for every member of Headquarters and Support Battalion, Marine Installations Pacific-Marine Corps Base, Camp Smedley D. Butler - I will accept nothing less!

I will ensure that every Marine, Sailor, and Civilian assigned to our command receives fair and just treatment at all times. We all have unique backgrounds, talents, and life experiences which add to the strength of our organization. Our abilities to gain and maintain trust directly affects our ability for successful mission accomplishment. We must operate as an integrated team, where each member feels valued and appreciated and can contribute to our goals.

Every one of us, no matter what race, religion, gender, national origin, or age have a right to work in an environment free from personal, social, or institutional barriers that prevent us from achieving our maximum potential. You will be solely evaluated on your individual merit, capabilities, and achievements. I will not tolerate discrimination, hazing, or sexual harassment at **ANY** time or in **ANY** form. Perpetrators will be dealt with swiftly and definitively.

I respect each of you and the contributions you make to our Battalion and our Corps. We are a team, and we must perform as one. If any time you feel that you have **NOT** been treated fairly or justly, attempt to resolve the issue via the Chain of Command. However, if you feel your issue is not being addressed correctly and in a timely manner, come to me directly or contact your Equal Opportunity Representative, MSgt Shaw at DSN 645-5620 or email bill.shaw@usmc.mil. I will immediately address your concerns.

Semper Fidelis,


T. A. PECINA