



## COMMANDING GENERAL'S EQUAL OPPORTUNITY POLICY STATEMENT

The Declaration of Independence states, "We hold these truths to be self-evident, that all men are created equal...". The leaders of our Nation, at that time, were addressing grievances held against England for not treating the Colonies fairly. Today, equality for all persons and diversity within our Ranks are the pillars which allow the Marine Corps to maintain the strength to meet the challenges of the security environment in which we operate.

Equal opportunity is a leadership issue – equal opportunity and leadership combined equate to mission readiness. Our mission requires mutual trust that can only exist in an environment in which every individual is treated with respect and dignity regardless of race, color, gender, religion, age, genetic background information, or national origin. I will not tolerate discrimination or harassment.

Within the Marine Corps, we pride ourselves on "taking care of our own." To me, this mandates that leaders at all levels create an environment that values honor, integrity, and caring for the person on one's left or right flank. In order to maintain this proud tradition and create this environment, there can be no tolerance for discrimination or harassment. An environment free of prejudice, disrespect, and mistrust exists only when we treat each other with dignity and respect.

Leaders at all levels are therefore charged with providing a discrimination and harassment free environment. Additionally, leaders will ensure that all Marine Corps Installations Pacific Command Marines (MCIPAC), Sailors, and civilians are provided equal opportunity to develop their leadership and functional skills, advancement in grade and rank, and contribute to the overall effectiveness our Corps.

MCO P5354.1D, and MCO 1000.9A outline informal and formal resolution procedures. Marine Corps policy mandates that an attempt should be made to resolve grievances at the lowest possible level via the Informal Resolution System (IRS), whenever feasible. If the IRS process is unsuccessful, or should the individual complainant feel that the incident is too severe for informal resolution, then a formal complaint should be made by utilizing proper Request Mast procedures.

Appropriate administrative or disciplinary action will be administered should an individual's conduct and behavior be inconsistent with the core values of honor, courage, and commitment to these principles. These values maintain the fundamental qualities that are the cornerstones of the legacy of our Marine Corps – pride, leadership, discipline, and respect for human dignity.

Additional guidance and assistance is available through your unit Equal Opportunity Representative, or through the MCIPAC Equal Opportunity Advisor, Gunnery Sergeant Darrell W. Clark.

A handwritten signature in black ink, appearing to read "C. L. Hudson".

C. L. HUDSON

MAJOR GENERAL, U.S. MARINE CORPS  
COMMANDING GENERAL, MARINE CORPS INSTALLATIONS PACIFIC