



## COMMANDING GENERAL'S POLICY STATEMENT ON EQUAL OPPORTUNITY AND SEXUAL HARASSMENT

The Marine Corps has thrived by creating a culture that values diversity and recognizes the importance of rewarding all members for their achievements. As the Strong Bow of the Indo-Pacific, MCIPAC-MCBB must possess a command climate which enables every Marine, sailor, DoD civilian and host nation employee to contribute to the accomplishment of our mission to the maximum extent possible.

The Marine Corps' policy on Equal Opportunity is clear: the Marine Corps will provide equal opportunity for all military members regardless of color, gender, race, religion, national origin, or sexual orientation, and provide an environment free of sexual harassment.

All personnel within this command are entitled to be treated with dignity and respect. Leaders at every level must stop discrimination, sexual harassment, and other inappropriate behavior before it happens by setting the right climate in their units. Any actions such as discrimination or sexual harassment that demean the dignity of another individual, to include reprisal, will not be tolerated. We must be especially watchful for the impact of inappropriate language - often disguised as joking or unprofessional behavior - on the culture and environment within our workplace. Anyone who engages in - or fails to actively counter - discrimination or sexual harassment of any kind is therefore contributing to the problem.

The success of MCIPAC-MCBB is built on the trust and teamwork shared between individual Marines and their leaders. Inherent in this trust is the understanding that fair, scrupulous, and unbiased treatment is the Marine Corps leadership standard. In keeping with this leadership philosophy, equal opportunity will be applied in every command policy, action, and program. The responsibility for accomplishing equal opportunity and an environment free from sexual harassment is not dependent on authority or solely the function of any special staff officer. Ensuring fairness and equal opportunity for all personnel is an inherent leadership responsibility: All reports of discrimination, sexual harassment, or any type of inappropriate behavior will be immediately investigated and appropriate actions taken.

Semper Fidelis,

A handwritten signature in black ink that reads "William J. Bowers".

WILLIAM J. BOWERS  
BRIGADIER GENERAL, U.S. MARINE CORPS  
COMMANDING GENERAL, MARINE CORPS INSTALLATIONS PACIFIC-MARINE  
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