Commanding General's Policy on Equal Opportunity

The Marine Corps has thrived on creating a culture that values diversity and recognizing the importance of rewarding ALL members for their achievements. The avoidance of creating the patterns of differential status and access based on the protected categories of color, sex, sexual orientation, national origin, race and religion is paramount. It is understood that creating an environment that is free from inappropriate behavior will require everyone's effort. As the Commander of Force Headquarters Group, I urge every service member, regardless of rank, and civilian employee to ensure equal opportunity for all.

Discrimination, to include sexual harassment, in any form is incompatible with our Core Values and will not be tolerated. Discrimination includes condoning, ignoring or failing to act to correct negative or hostile work environments. As such, any person who engages in, fails to report or fails to act to prevent discrimination, to include sexual harassment, will be held accountable and subjected to the appropriate administrative or disciplinary action.

In accordance with NAVMC 2921a, the Informal Resolution System (IRS) should be used whenever possible to resolve complaints of discrimination at the lowest level. If the IRS does not resolve the complaint, the preferred method for formal complaints is the Request Mast process. Reprisal or acts of intimidation related to any complaint will not be tolerated and are also subject to administrative or disciplinary action.

Engaged leadership is at the heart of preventing incidents of discrimination, to include sexual harassment. As leaders, regardless of rank, I expect each of you to accomplish the mission essential tasks as well as the overall mission of the Force Headquarters Group. Finally I require every service member to hone in on and continue to apply the principles and traits of leadership.

It is everyone's responsibility to ensure mission accomplishment through fostering an environment of dignity and mutual respect throughout Force Headquarters Group. For additional assistance, advice and/or information, contact your unit's Equal Opportunity Representative or my Equal Opportunity Advisor, GySgt Marisa Bryant, at 504-697-8141 or marisa.bryant@usmc.mil.

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