



Commanding General's Policy on Equal Opportunity



All members of Force Headquarters Group: Marines, sailors, and civilian employees, are entitled to equal opportunity, which means all people will be treated equally or similarly and not disadvantaged by prejudices or biases. As the Commanding General, I am aware of the diverse backgrounds we have. However, we share the important dimension of humanness and it is important that we value our differences. The dimensions of diversity do not stop with the protected categories of age, color, gender, national origin, race, and religion. There are other characteristics that impact individuals' values and beliefs. It is these dimensions of diversity that help to promote, maintain, and strengthen our readiness and ensure mission accomplishment. I am dedicated to equal opportunity, organizational effectiveness, and embracing diversity. I expect and demand all members of the command to promote environments free from discrimination based on the protected categories, to include sexual harassment.



Equal Opportunity is about leadership. I expect every member of the Command treats each other in a fair, scrupulous, and unbiased way. This is not dependent on authority or solely the function of any one Marine, sailor, or civilian. Discrimination reduces morale and unit cohesion. Anyone who engages in and/or fails to report or prevent discrimination or sexual harassment will be held accountable and subject to appropriate corrective 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 a complaint will not be tolerated and are also subject to disciplinary or administrative action.

Bottom line: Treat everyone with dignity and respect.

For additional assistance or information, contact your unit's Equal Opportunity Representative or the Force Headquarters Group Equal Opportunity Advisor, GySgt Kirkland Levarity at 504-697-7149 or kirkland.levarity@usmc.mil.

M. A. HASHIMOTO

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