

Commanding Officer's Policy Statement on Equal Opportunity, dated 17 Sept 2012

People are truly the most valuable and precious asset that the United States Marine Corps has in our inventory. **"It's not about the people... it's all about the people!"** This slogan applies to every Marine, Sailor, Federal Employee, and anyone else assigned to/or supporting this command.



Discrimination is an act, policy or procedure denying a person or group equal opportunity based on race, age, color, gender, religion, national origin, or mental & physical disabilities.

Sexual Harassment is a form of discrimination involving unwelcomed sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature that, explicitly or implicitly: is a condition of a person's employment, position, pay or career advancement; or, unreasonably interferes with a person's work performance, or creates an unprofessional, intimidating, hostile or offensive environment.

Recognizing, and respecting the differences within our ranks has been the very foundation of our success as the most elite fighting force in the world. Discrimination or harassment of any form diminishes that foundation and affects our ability to accomplish our mission. Discrimination or harassment is unacceptable and will not be tolerated and neither shall any type of hazing or humiliation...**THE GOLDEN RULE IS IN FULL EFFECT AT ALL TIMES!**

Any person who believes that he or she has been discriminated against or sexually harassed or any person who observes such conduct is obligated to immediately report such conduct to their chain of command or to the designated Equal Opportunity Representative. Complainants, witnesses, and others who report incidents of discrimination or sexual harassment will be protected from reprisal. Further, all information provided will be kept confidential to the greatest extent possible. The preferred method for reporting formal complaints related to discrimination or sexual harassment is Request Mast. This method ensures that all levels of the chain of command are aware of the issue.

If conduct adverse to this policy is found to have occurred, those responsible will be subject to disciplinary actions. Any leader or supervisor anywhere in the chain of command who fails to take the required actions to eradicate discrimination and harassment within his or her organization will be dealt with accordingly. Our Commandant's & Commanding General's policy- -and mine- -on this topic are quite clear. I will hold those in violation of this policy accountable for her or his misconduct.

The command Equal Opportunity Representative is GySgt Marsha E Stokes; her phone number is 760-274-3767. It is up to all of us to act in an ethical manner by adhering to our Core Values and leadership traits & principles to maintain the reputation and legacy of the finest fighting force that the world has ever known!

Semper Fidelis & May GOD Continue to Bless the United States of America!

Michael E. Cordero

Colonel Michael E. Cordero, USMC
Commanding Officer, Headquarters & Service Battalion
Marine Corps Base Camp Pendleton