

COMMANDING GENERALS'S POLICY ON EQUAL OPPORTUNITY AND SEXUAL HARASSMENT

The Marine Corps is an extraordinary institution known for its core values of honor, courage, and commitment. As the Commanding General of Marine Corps Recruit Depot Parris Island/Eastern Recruiting Region, I am steadfast in ensuring all Marines, Sailors, and Civilian personnel are treated with dignity and respect. One of the most fundamental responsibilities of any leader is to create auspicious conditions under which the full measure of each individual's talents and abilities is brought to bear on the unit's mission.

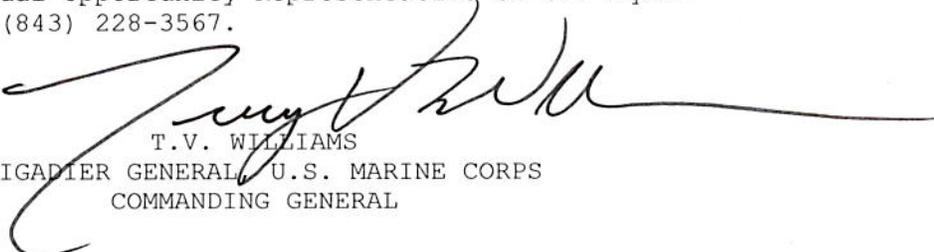


Our talents may not be all equal, but every Marine, Sailor and civilian must be provided the equal opportunity to develop his or her talents. It is their innate right to be valued and to receive ethical treatment in an environment built on trust, teamwork, and human dignity. No form of discrimination or sexual harassment will be tolerated based on race, gender, religion, age, color, or national origin. Discrimination and sexual harassment, intentional or not demeans the dignity of others and weakens morale, readiness, and mission accomplishment. **DISCRIMINATION AND SEXUAL HARASSMENT WILL NOT BE TOLERATED** while at work or off duty.

In the case of inappropriate comments or behavior not criminal in nature, the **Informal Resolution System (IRS)** is the primary and preferred method for identifying and correcting discriminatory practices. In this method, members are encouraged to report unequal treatment and inappropriate behavior without fear of reprisal or intimidation. In IRS, the direct approach is advising the offending party to stop the behavior or comments in writing or verbally. If members are not comfortable with this method, they can find a third party and ask them to intervene on their behalf. If a resolution is not possible with IRS, or the allegations are too severe, individuals may elect to use the formal method. The preferred method for addressing formal complaints of discrimination, to include sexual harassment, is through **Request Mast**.

Individuals condoning discriminatory practices or acts of reprisal, intimidation or further harassment will be held accountable. Any false allegation of discrimination is punishable under the UCMJ. It is the intrinsic obligation of every Marine, Sailor, and Civilian employee to ensure this equal opportunity policy is adhered to. I charge all leaders to familiarize themselves and their personnel with this policy.

For assistance or further education in the area of equal opportunity, contact your command Equal Opportunity Representative or the Equal Opportunity Advisor at (843) 228-3567.


T.V. WILLIAMS
BRIGADIER GENERAL, U.S. MARINE CORPS
COMMANDING GENERAL