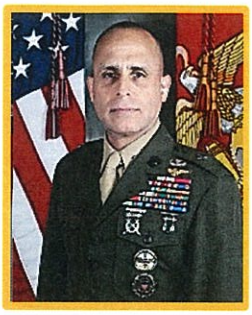

COMMANDING GENERAL'S POLICY STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY

Our beloved America was founded on the principle that all are created equal – **this is our strength.** Rightly, we all have an absolute obligation to support and defend the Constitution and the founding principles of our Country – **this is imperative.** Diversity is the hallmark of America and the United States Marine Corps – it guarantees our victories on diverse battlefields. Discipline, professionalism, kindness, dignity, respect, empathy, and pure goodness still matter most. These words and their meaning reside deeply within our motto: Semper Fidelis.

It is the policy of the United States Marine Corps that all civilian personnel are treated equitably in the work place. As the Commanding General of Marine Corps Installations Pacific, I will ensure that this policy is being executed throughout the region. **I direct all personnel to take a proactive approach toward maintaining a work environment free of discriminatory practices and harassment.** Additionally, our hiring practices will be fair and impartial, guided strictly by merit principles.

Discrimination undermines the Marine Corps' mission and will not be tolerated. All reported work place incidents of discrimination or harassment based upon discriminatory factors such as race, color, national origin, gender (both sexual and non-sexual), age, genetic predisposition, disability, or religion, will be investigated in a timely manner. Appropriate disciplinary action will be taken against the individual or individuals found to have harassed or discriminated against a civilian employee. **I hold supervisors and managers (military and civilian) of civilian employees accountable for providing a work environment free from discrimination and harassment.**

Civilian Marines - I assure you that the confidentiality of any individual reporting a claim of harassment or discrimination will be maintained to the fullest extent possible. Reprisal actions of any type will NOT be tolerated. If you are a civilian employee and believe that you have been discriminated against, or been subjected to reprisal actions for prior Equal Employment Opportunity (EEO) involvement, you are encouraged to consult with an EEO counselor for resolution. Both Formal and Alternate Dispute Resolution (ADR) options such as mediation or conciliation are available to resolve conflicts in the work place. The matter must be brought to the attention of the EEO counselor within 45 calendar days from the date the alleged act occurred, the effective date of an alleged discriminatory personnel action, or the date you knew, or reasonably should have known, that it occurred. **If you wish to raise an issue of harassment, report EEO/discrimination in the work place, file an EEO complaint, request ADR, or just want information, please call 645-5422.**

Semper Fidelis,

JOAQUIN F. MALAVET
BRIGADIER GENERAL, U.S. MARINE CORPS
COMMANDING GENERAL, MARINE CORPS INSTALLATIONS PACIFIC