



## COMMANDING OFFICER'S EQUAL OPPORTUNITY POLICY STATEMENT

As your Commanding Officer, I am firmly committed to an environment of mutual respect and dignity for every member of Headquarters and Service Battalion, Marine Corps Base, Camp Smedley D. Butler. I will accept nothing less.

I will ensure that every Marine, Sailor, and Civilian assigned to our unit receives fair and just treatment at all times. I view equal opportunity as a force multiplier. We all have unique talents and backgrounds that add to the strength of our unit. Our ability to accomplish the mission magnifies significantly when we operate as an integrated team that capitalizes on individual strengths and skills.

Everyone of us, no matter what race, religion, gender, color, national origin, or age have a right to work in an environment free from personal, social or institutional barriers that prevent us from achieving our maximum potential. You will be solely evaluated on your individual merit, capabilities and achievements. I will not tolerate discrimination, hazing, or sexual harassment at ANY time or in ANY form. Perpetrators will be dealt with swiftly and definitively.

I respect each of you and the contributions you make to our Battalion and our Corps. If any time you feel that you have NOT been treated fairly or justly, attempt to resolve the issue via the informal resolution system or your chain of command. If you feel your issue is not being addressed correctly and in a timely manner, come to me directly or contact your Equal Opportunity Representative, Master Sergeant Fred Suniga at DSN 645-5620 or email [fred.suniga@usmc.mil](mailto:fred.suniga@usmc.mil).

Semper Fidelis,

K. J. ESTES