



COMMANDING GENERAL'S POLICY STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY

The Marine Corps is the United States' crisis response force and force in readiness. To fight and win wars, we need the talent, skill and contribution of every Marine, Sailor and Civilian Marine. It is the policy of the United States Marine Corps that all civilian personnel are treated with dignity and respect in the workplace, and that the workplace be free from discrimination, harassment, and reprisal. As the Commanding General of Marine Corps Installations Pacific, it is my responsibility to ensure that this policy is executed throughout the region.

Ensuring equality of opportunity for each person regardless of race, color, national origin, religion, sex, age, disability and genetic information, and protection from harassment, retaliation and reprisal is crucial to MCIPAC readiness. Applying and enforcing the principles of Equal Employment Opportunity makes us a more ready and capable Corps. As such, I direct all personnel to maintain a work environment free from unlawful discrimination, harassment and retaliation. I am fully committed to ensuring equality of opportunity in every aspect of employment. Treatment of our civilian employees and applicants for employment contrary to these principles is unlawful and inconsistent with the values of our Corps. Supervisors and managers, military and civilian, will be accountable for providing a workplace free from unlawful discrimination and all forms of harassment. Actions that constitute reprisal and retaliation against those who participate in the EEO process are contrary to the law and our values; such actions will not be tolerated.

Every individual should be treated with dignity and respect. Anything less impedes our ability to accomplish our mission. We must ensure a cohesive work environment where every member of our team is free to reach their full potential. Fair and impartial application of merit principles should drive all employment decisions. I fully expect every military member and civilian employee of MCIPAC to honor this policy and to uphold a legacy that is consistent with the Marine Corps values of honor, courage and commitment.

Anyone who has questions or issues regarding this policy, or who wishes to raise an issue of workplace discrimination or harassment should contact the MCIPAC EEO Office at DSN 645-5422, or e-mail MCBButlerEEO@usmc.mil within 45 calendar days of the date of the discriminatory occurrence.

Semper Fidelis,

A handwritten signature in black ink that reads "William J. Bowers".

WILLIAM J. BOWERS
BRIGADIER GENERAL, U.S. MARINE CORPS
COMMANDING GENERAL, MARINE CORPS INSTALLATIONS PACIFIC-MARINE
CORPS BASE CAMP BUTLER