

# COMMANDING OFFICER'S

## POLICY STATEMENT

ON

## EQUAL OPPORTUNITY

## AND ANTI-HARASSMENT



The most valuable asset aboard this base is our Marines, Sailors, and civilians. Each person regardless of race, gender, age, national origin, religion, sexual orientation, or gender identity deserves to be treated with dignity and respect. Equal Opportunity in the workplace is a MUST and we as a team have to ensure all hands aboard this base are treated fairly. Our mission here is important and the success of the warfighter down range is the priority and focus of this great nation.

Equal opportunity is a leadership issue, based on fair, equal treatment and respect for all. The nation trusts us to care for her sons and daughters and we must ensure we uphold that duty and responsibility. I take all reports of Equal Opportunity violations seriously. I charge and require all subordinate and senior leadership and supervisors alike, to take immediate and appropriate action once made aware of any potential or alleged act of discrimination. Each case will be handled with professionalism, fairness and dignity and the same is true for allegations reported falsely.

If you believe you have been a victim or witnessed an act of discrimination, sexual harassment, or any other inappropriate excessive behavior, report it. It is everyone's duty and responsibility to ensure we all work in an environment that is free from all forms of discrimination. I expect all personnel aboard this base, military and civilians alike, to ensure we accomplish this mission and report any violations. I encourage the use of the Informal Resolution System (IRS) but when an incident cannot be appropriately handled using the IRS and/or is more serious in nature, the Formal Complaint process shall be called upon. The Marine Corps Equal Opportunity Manual (MCO P5354.1E) is our guide and tool to ensure we conduct our daily duties in an environment that is fair and equal to all.

The Marine Corps has zero tolerance for discrimination and sexual harassment, and it will not be tolerated aboard this installation. Sexual Harassment involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Every member aboard this installation is a mandatory reporter in cases of suspected or alleged sexual harassment.

If you have questions or desire additional information or assistance, contact your Equal Opportunity Representative (EOR) Gunnery Sergeant Young at (315) 767-4399. Civilian members may contact your civilian Equal Employment Opportunity (EEO) counselors at (315) 645-5422/5423. Any person who seeks advice, wishes to file, or has filed an EO/EEO complaint shall be free of coercion, interference, constraint, or reprisal. Our great nation was built on the foundation of tolerance and individual freedom. Let's continue to work together to promote Camp Mujuk as an installation where decency, respect, and mission focus are paramount to achieve success in supporting the warfighter.

Semper Fidelis,

A handwritten signature in black ink, appearing to read 'SK' with a stylized flourish.

SEKOU S. KAREGA  
Colonel, U.S. Marine Corps  
Commanding Officer  
Camp Mujuk, Republic of Korea