
Commander's Equal Opportunity Statement

All members of the Mountain Warfare Training Center (MWTC), military and civilian, have an inherent right to an environment which enables each of you to maximize your full potential and individual merit. As the Commanding Officer, I am dedicated to Equal Opportunity (EO) for all members of this command regardless of race, color, religion, gender, age, or national origin. Each and every member of this culturally diverse command will be provided an environment that promotes professional growth, dignity, and mutual respect for each other. This is paramount in ensuring the highest standards of growth and moral integrity.



Discrimination, to include sexual harassment, in any form is counterproductive to mission accomplishment, as it minimizes and undermines a unit's morale, good order and discipline, and overall readiness. Equal Opportunity is everyone's responsibility, regardless of rank or position. I charge each of you, as leaders, to take immediate and appropriate action when any form of discrimination is brought to your attention.

For military personnel, NAVMC 2921a, the Informal Resolution System (IRS), should be used whenever possible to resolve complaints of discrimination at the lowest level. If IRS does not resolve the complaint, the preferred method for formal complaints is the Request Mast process.

Civilian personnel are encouraged to use the Informal Complaint Processing (ICP) option to resolve complaints at the lowest level. You have an obligation to report any incident or to take appropriate action. If you are unable to resolve the incident at the lowest level, you may file a formal complaint.

Any member, who feels they have been subjected to, engages in or fails to report or prevent any form of discrimination or sexual harassment will be subject to appropriate disciplinary actions. Reprisal or acts of intimidation related to a complaint will not be tolerated and are also subject to disciplinary or administrative action.

Our core values of Honor, Courage, and Commitment require that fair and impartial treatment is afforded to all members of MWTC. When working together to achieve mission accomplishment through teamwork, professionalism, and Espirit de Corps, we build a command climate of excellence.

For additional assistance or information, contact my Equal Opportunity Advisor, MSgt Joshua O. Valdes, at 760-932-1445 or joshua.valdes@usmc.mil.

A handwritten signature in black ink that reads "S.D. Leonard".

S.D. LEONARD

Colonel, U.S. Marine Corps
Commanding Officer
Mountain Warfare Training Center