



**COMMANDING GENERAL
MARINE CORPS INSTALLATIONS WEST
EQUAL OPPORTUNITY STATEMENT**



People are our most valuable and precious asset. This applies not only to our Marines but to our Sailors and Civilian Marines. Discrimination or harassment in any form is a disease that if not addressed and treated immediately can spread as quickly as cancer and diminish an institutions ability to accomplish the mission by destroying trust and confidence in the command which results in reduced effectiveness. That said, no form of discrimination or sexual harassment will be tolerated. This is a leadership issue and I expect leaders at all levels of MCIWEST to treat all Marines, Sailors, and Civilian Marines with the utmost dignity and respect and to take a personal interest in ensuring that we adhere to the highest standards of professional conduct.

The preferred method to identify and correct discrimination practices in any form is through the chain. If you are or believe you are a victim of discrimination or sexual harassment you should first confront the offender either verbally or in writing that their conduct is offensive. If this action does not resolve the issue then notify your chain of command or Equal Opportunity Representative. Civilian Marines, both civil service and Non-Appropriated Funds (NAF) employees, should contact their installation Equal Employment Opportunity Representative. If you observe an act of discrimination or sexual harassment, you have a moral obligation to take appropriate action. The Informal Resolution System (IRS) is the preferred method for this situation. Other options include Request Mast for formal complaints.

Reprisal, intimidation, or any retaliation as a result of a complaint will also not be tolerated. If you believe you have been the victim of reprisal, again, notify your chain of command or Equal Opportunity Representative immediately.

Those who are found to commit these offenses or file false allegations will face serious disciplinary action and possible separation from service. We owe it to our warriors, our families, and our Corps to take appropriate action.

Staying true to our Warrior Ethos and Corps Values is the key to our success in combating discrimination and harassment. As leaders of the finest war fighting force in the world, we owe it to those in our charge, to preserve their respect and dignity. Anything less is unacceptable.

Semper Fidelis,

A handwritten signature in black ink that reads "Anthony L. Jackson". The signature is written in a cursive style.

ANTHONY L. JACKSON
Major General, U.S. Marine Corps
Commanding General
Marine Corps Installations West



**COMMANDING GENERAL'S
POLICY STATEMENT
ON
SAFETY**



MCIWEST is an agent for change and efficiency in supporting Operating Forces, tenant commands, and activities throughout our U.S. Marine Corps Installations.

To affect change, we must change how we view safety. The safeguarding of Marines and Sailors, our most valuable asset, can no longer be a by-product of doing business. Safety must be an integral part of on and off duty routines.

Operational Risk Management (ORM) is a key component in identifying underlying hazards during the planning, execution, and after-action phases. Proactive ORM, coupled with solid leadership, must be implemented at all levels and integrated in all processes. Whether planning a high risk training exercise or taking a well deserved road trip with the family on leave, ORM **MUST** be part of the process.

Safety is grounded in good leadership, discipline, and training. It is our goal to eliminate mishaps by embracing ORM, implementing and improving on Marine Corps safety concepts, participating in safety training, and promoting safe practices both on and off duty.

Semper Fidelis,

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ANTHONY L. JACKSON
Major General, U. S. Marine Corps
Commanding General
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