



UNITED STATES MARINE CORPS
MARINE AIR GROUND TASK FORCE TRAINING COMMAND
MARINE CORPS AIR GROUND COMBAT CENTER
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CIG

POLICY LETTER 3-16

From: Commanding General
To: All Hands
Subj: EQUAL OPPORTUNITY

Equal Opportunity has a direct impact on our mission readiness. People are our most valuable resource: Marines, Sailors, and civilians alike. Our value to the Marine Corps is based on our individual performance, fitness, and ability. We should not allow anyone to measure our individual worth based on sexual orientation, color, gender, race, religion, or national origin. I expect leaders to hold themselves, along with their Marines and Sailors, to the highest standard possible at all times.

Discrimination and sexual harassment are not in line with the basic values we stand for as Marines. Discrimination and sexual harassment reduce mission effectiveness and erode the trust Marines have in their chain of command. We should not tolerate any form of discrimination or sexual harassment - there is no place for either in our Corps. This is a leadership issue and I expect all leaders to treat Marines, Sailors, and civilians with the utmost dignity and respect. That's how we expect others to treat us.

Any action by a member of this command that deviates from this commitment is prohibited and will be subject to punishment under the Uniform Code of Military Justice or possible administrative separation. Reprisal, intimidation, or any retaliation as a result of a complaint are unacceptable actions, and will not be tolerated.

If an individual feels he or she has been a victim of sexual harassment or discriminated against within this command, there are two methods for resolving the equal opportunity complaint or allegation through the chain of command. The Informal Resolution System (IRS) allows for quick and full resolution, at the lowest level possible, by addressing the issue directly with the person demonstrating the behavior, or by seeking a third party to intervene. If the IRS does not resolve the issue, the formal method may be used. The preferred method for addressing formal complaints of discrimination, to include sexual harassment, is to utilize the chain of command. Request Mast is always an option. Assistance is available through your unit Equal Opportunity Representative, Equal Opportunity Manager, or the MAGTFTC, MCAGCC Equal Opportunity Advisor located in Building 1447, at (760) 830-4567 or DSN 230-4567.

I need your help in educating Marines and enforcing the standards we represent. Eliminating sexual harassment and discrimination is a leadership responsibility, and we all have an important role in ensuring that every Marine, Sailor, and Civilian Marine has an equal opportunity within this command.

Handwritten signature of W. F. Mullen III in black ink.
W. F. MULLEN III