

**COMMANDING GENERAL
MARINE CORPS RECRUITING COMMAND**

POLICY STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY

Marine Corps Recruiting Command is committed to maintaining an active and effective Equal Employment Opportunity Program to ensure equal opportunity for everyone. There is zero tolerance for violations of MCO 5354.1E such as harassment, hazing, discrimination based on race, color, religion, sex, age, national origin, or physical or mental disability.



Steadfast support of the Equal Employment Opportunity Program is the responsibility of every member of this Command. Leaders, whether military or civilian, will ensure that an individual's merit and demonstrated performance remain the sole criteria for opportunity and advancement. Performance appraisals, ratings, and fitness reports will be written in adherence to the principles of equal opportunity. Discrimination or other practices that deny an individual equal employment opportunity will not be tolerated.

Civilian and military leaders at all levels will set the example, and foster that level of mutual trust that underpins our core values. In pursuing our goal of a work environment that is free of all forms of discrimination and sexual harassment, we shall treat each other with fairness, dignity, and respect. Prohibited activities such as hazing or harassment undermine trust and have no 'grey zones' or room for acceptance. Be vigilant, be involved, and be righteous in all you do.

Report any discriminatory incident or unacceptable behavior you experience or observe. There is a Formal and an Informal Resolution System (IRS) for reporting. The IRS allows resolution at the lowest level and can resolve many complaints but the fundamental reason that makes the system work is 'if you see something, say something.' If you have any questions, the chain of command, Equal Opportunity Representative, and the Inspector General are available to assist you. We are stronger together.

J. Q. Bohm
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**Major General, U.S. Marine Corps
Commanding General**