

**COMMANDING GENERAL  
MARINE CORPS RECRUITING COMMAND**

**POLICY STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY**

I am personally committed to the Marine Corps' Policy on Equal Employment Opportunity. My goal is to develop and promote an active and effective Equal Employment Opportunity Program that will assure equal opportunity in employment for all persons; prohibit discrimination in employment because of race, color, religion, sex, age, national origin, or physical or mental disability; and to promote the full realization of equal employment opportunity through continuing affirmative efforts and effective leadership.



Marine Corps Recruiting Command leaders at every level, both military and civilian, will make Equal Employment Opportunity an essential and integral element of the entire management process. The program does not countermand merit and fitness as the basic criteria of Federal personnel management; it reaffirms that non-merit factors shall not be considered. Support of the Equal Employment Opportunity policy and program objectives is a condition of the privilege granted to serve the nation in either a military or civilian status. Steadfast support of the Equal Employment Opportunity Program is the responsibility of every person and the higher the position held, the greater that responsibility. Managers and supervisors of civilian employees will be evaluated on their acceptance, promotion, and demonstrated support of Equal Employment Opportunity policy in connection with performance appraisals and fitness reports. This policy applies to all occupational series, grades, and pay levels, training programs, promotions and incentive award programs. Discrimination or other practices that deny an individual equal employment opportunity will not be tolerated.

I fully expect our civilian employees, as well as our civilian and military managers, to support these values in their workplace decisions. Passive compliance with equal employment opportunity and this policy is unacceptable. Every effort will be made to fulfill the goal of a work force free of discrimination. By working together, the Marine Corps Recruiting Command will achieve this goal.



**W. J. BOWERS**

**Major General, U.S. Marine Corps  
Commanding General**