



**COMMANDING OFFICER
DEPLOYMENT PROCESSING COMMAND
RESERVE SUPPORT UNIT
MARINE CORPS BASE CAMP PENDLETON
EQUAL OPPORTUNITY STATEMENT**



All Marines, Sailors and Civilians assigned to the Deployment Processing Command/ Reserve Support Unit and /or the 64 Area/Camp Talega will have a work environment where they may achieve their full potential based on individual qualifications, merit, fitness and abilities. Discrimination degrades unit cohesion and threatens morale, readiness, and esprit de corps. Discrimination or harassment of any kind is unacceptable and will not be tolerated.

Discrimination is an act, policy or procedure denying a person or groups right of equal opportunity based on race, age, color, gender, religion, or national origin.

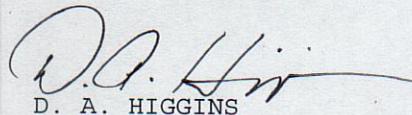
Sexual Harassment is a form of discrimination involving unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature that, explicitly or implicitly is a condition of a person's employment, position pay or career advancement; or, unreasonably interferes with a person's work performance, or creates an unprofessional, intimidating, hostile or offensive environment.

Conduct of this nature is incompatible with our Core Values of Honor, Courage and Commitment. Discrimination or sexual harassment undermines morale, good order, discipline and severely impacts individual and unit readiness by demeaning and marginalizing our most important and precious resource, the Individual Marine, Sailor or Civilian. Any member of this command who practices or allows others to participate in discriminatory or harassing activities, fails to report it through the chain of command, or falsely reports such violations will be subject to appropriate disciplinary or administrative action.

All reported incidents will be handled expeditiously and confidentially. Any individual who believes he or she has been discriminated against to include sexual harassment within this command, has two methods for resolving the complaint/allegation through the chain of command. The Informal Resolution System allows for quick and full resolution at the lowest possible level by addressing the issue directly with the person demonstrating the behavior or by seeking a third party to intervene. If the Informal Resolution System does not resolve the inappropriate behavior, the formal method can be used. The preferred method for addressing formal complaints of discrimination to include sexual harassment is Request Mast.

I expect all members of this command as well as all Marines, Sailors and Civilians assigned to Camp Talega/64 Area to take a personal interest in ensuring we adhere to the highest standards of moral conduct which our nation has come to expect from us. Treat fellow Marines, Sailors and Civilian personnel with the dignity that they so richly deserve. We must all work together to foster an environment in which everyone can realize their full potential where all Marines, Sailors and Civilian personnel are treated with dignity and respect.

The Command's Equal Employment Opportunity representative is Major Michael K. Strom who can be reached at 760-725-7089 or 949-285-5700.


D. A. HIGGINS