COMMANDING GENERAL
MARINE CORPS INSTALLATIONS WEST
Equal Opportunity and Anti-Harassment Policy
18 November 2011

It is essential that every member in our command recognize he/she is a vital asset of a unique and diverse team. Equal Opportunity is a readiness issue that impacts our overall ability to accomplish the mission. The Marine or Sailor to your left or right is your teammate and lifeline in garrison as well as combat. Those who work hard, conduct themselves within the standards of our Corps, and contribute to the overall readiness and mission accomplishment of this installation will excel and be recognized. Our Core Values of Honor, Courage, and Commitment are the foundation of how we treat each other and must be our guide; allowing no practices of unlawful discrimination or sexual harassment.

Equal Opportunity is a leadership issue, based on fair, equal treatment and respect for all. The Marine Corps policy on equal opportunity is clear and simple - No form of discrimination to include age, color, gender, race, religion, national origin or sexual harassment will be tolerated. My command philosophy on this matter mirrors the Marine Corps' policy and is just as clear: I will not tolerate discrimination of any type by any member of Marine Corps Installations West. Everyone within this command will be valued and treated with dignity and respect. Discrimination and sexual harassment are both illegal and fundamentally inconsistent with our core values.

The chain of command has an obligation to ensure all personnel understand the Marine Corps policy regarding equal opportunity, and how to contact their units Equal Opportunity Representative (EOR). The Informal Resolution System (IRS) should be used whenever possible to resolve issues quickly and fairly at the lowest level possible. If the IRS process does not resolve the issue, the preferred course of action to file a formal complaint is Request Mast. Those who are found guilty will be subject to disciplinary actions, as will those who knowingly make false allegations. Likewise, anyone filing a legitimate complaint will not be subject to any form of reprisal.

If further information or assistance is required, the Marine Corps Installations West Equal Opportunity Advisor is located in Building 13131, Camp Pendleton, or can be reached at (760) 725-5742.

The commitment to Equal Opportunity in the workplace contributes directly to effective leadership practices and makes sound military sense. Living up to the principles of the Marine Corps' Equal Opportunity program is integral to unit cohesion and accomplishing our mission. I am personally committed to this endeavor and expect the same of each of you.

Semper Fidelis,

VINCENT A. COGLIANESE
Brigadier General, U. S. Marine Corps
Commanding General
Marine Corps Installations West