



COMMANDING GENERAL'S POLICY ON ANTI-DISCRIMINATION,
ANTI-HARASSMENT, AND AFFIRMATIVE EMPLOYMENT PROGRAM

1. Maintaining a fair workplace, and recruiting, developing, and retaining a diverse workforce creates an environment in which personnel can develop and apply the widest possible range of competencies, ideas, and solutions. I am fully committed to Equal Employment Opportunity (EEO) principles, and I am issuing this Anti-Discrimination, Anti-Harassment, and Affirmative Employment Program (AEP) Policy to guide our Marine Corps Installations East (MCIEAST) Commanders, management, and employees in understanding EEO rights and responsibilities.

2. The core of EEO is the right to work and advance on the basis of merit, ability, and potential, free from unlawful discrimination and/or harassment. In accordance with the applicable anti-discrimination statutes, executive orders, and other authorities, the Marine Corps protects employees against discrimination on the basis of race, color, religion, sex, national origin, age, disability, genetic information, marital or parental status, political affiliation, whistleblower activity, sexual orientation, military service (past, present, or future), and against retaliation for participation in EEO activity or opposition to discrimination. The Marine Corps also promotes the full realization of EEO through a continuing AEP to identify and eliminate barriers that impede free and open competition in the workplace. This is the law and the Marine Corps' policy, both of which I fully support.

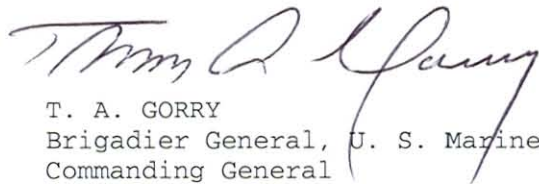
3. My policy is straightforward: zero tolerance for any kind of unlawful discrimination and/or harassment. Unlawful discrimination includes harassment on any EEO bases that has the purpose or effect of unreasonably interfering with an individual's work performance, or that creates an intimidating, offensive, or hostile environment. Employees, former employees, or applicants who believe they have been subjected to prohibited discrimination must contact their servicing EEO Office within 45 days of the alleged discrimination. Other complaint avenues may include: Merit Systems Protection Board, U.S. District Court, Office of Special Counsel, or the Inspector General. Your servicing EEO Office can provide more specific information about the various forums for addressing dissatisfaction in employment matters.

4. All MCIEAST personnel are responsible for complying with this policy, for maintaining a high level of professional conduct in the workplace, and for treating others with respect and fairness. Commanders and management are responsible for enforcing this policy and must take immediate, appropriate, and effective action to end any harassing activities which may exist. Ideally, employees will feel free to approach management when complaints or concerns arise so that issues can be resolved at the lowest level. However, if employees elect to bypass the supervisory chain and seek assistance elsewhere, they have the right to do so without fear of reprisal.

5. Commanders and management at all levels are to show commitment to EEO through their efforts to resolve conflicts and address workplace concerns as they arise; ensure harassment and/or discrimination free workplace; ensure subordinate supervisors have the skills to supervise a diverse workforce; and address disability and religious accommodation requests promptly and appropriately via your servicing EEO office.

6. Creating and maintaining an environment that is free from discrimination and harassment, and that promotes affirmative employment will foster a culture of professionalism and respect essential to the accomplishment of the MCIEAST mission. Equal opportunity is essential to good order and discipline, combat readiness, and mission accomplishment. It is the right thing to do, and we cannot afford anything less in the defense of our nation.

7. This policy statement will be posted in all work areas to ensure the MCIEAST workforce is aware of and supports this policy. Management is to ensure their employees have read and understand the policy statement.



T. A. GORRY
Brigadier General, U. S. Marine Corps
Commanding General