

# COMMANDING OFFICER'S POLICY STATEMENT ON EQUAL OPPORTUNITY

**Marines, Sailors, and Civilian Marines deserve to be treated with dignity and respect. There is strength in diversity and the diversity of our people defines the strength of this unit.** This command will adhere to Marine Corps' policy and, "provide equality of treatment and the opportunity for all Marines to achieve their full potential based solely upon individual merit, fitness, and ability."



Marines, Sailors and Civilian Marines of all ranks and grades will be treated with dignity, respect and fairness, and shall not be discriminated against regardless of age, color, gender, race, religion, national origin or sexual orientation. Our Corps is a true meritocracy; those who strive and work to improve themselves, others, and their environment will invariably be awarded and promoted.

**It is the responsibility of leaders at all levels to develop and maintain an equal opportunity climate that fosters open communication, reporting wrongdoing without fear of intimidation or reprisal, and a productive work environment free from discrimination and sexual harassment.** If we truly embrace our core values of honor, courage, and commitment, and consistently lead by example, we will minimize instances of such behavior. **If it DOES occur, offenders will be subject to decisive disciplinary and/or administrative action.** Put simply, leaders and personnel who value a future in this exceptional organization will not discriminate against or harass others, or tolerate those who do.

Our diverse and dedicated work force is negatively impacted by discussions and jokes regarding politics, religion, and sex. Avoid such communications. Try your best to understand your own unconscious bias. Unconscious bias is a natural part of the human condition, but it affects how we make decisions, engage with others, and respond to various situations and circumstances. This often limits potential. Know yourself and seek self-improvement!

**If you observe discrimination or sexual harassment, you have the obligation to take appropriate action.** The old adage applies: "If you see something, say something!" In accordance with Marine Corps doctrine, issues will be handled at the lowest possible level. The first recourse for Marines is use of the informal resolution system (IRS), which allows for direct communication with the alleged offender, verbally or in writing, to advise them that their conduct is offensive and inappropriate. If this action does not resolve the issue, notify your chain of command immediately. Lodging a formal Equal Opportunity (EO) complaint via the chain of command or via the EO Representative are perfectly acceptable reporting options, especially when the IRS has proven ineffective.

All Federal employees, applicants for employment, and former employees have the right to file complaints of discrimination or unlawful harassment on any of the bases protected by EEO statutes. Aggrieved persons must contact an EEO counselor or official within 45 calendar days to initiate the EEO complaint process. The use of Alternative Dispute Resolution is highly encouraged. The complaint processes are posted on official bulletin boards throughout the command. Our command EO representative for military members is Gunnery Sergeant Medina who can be reached at (904)696-5263. Civilian Marines can directly contact Ms. Lawanda Jackson at the Marine Corps Logistics Base Albany EEO Office at (229)639-5250.

A handwritten signature in black ink, appearing to read "M. J. Livingston".

M. J. LIVINGSTON  
Colonel, U.S. Marine Corps  
Commanding Officer  
Blount Island Command  
Marine Corps Support Facility Blount Island