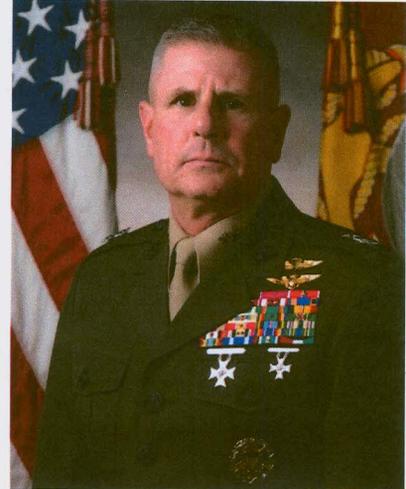


COMMANDING GENERAL'S STATEMENT ON EQUAL OPPORTUNITY

I am responsible for the fair and just treatment of every Marine, student and civilian assigned to the Marine Corps Training and Education Command. I take this responsibility personally. I am deeply committed to providing every Marine, Sailor, and Civilian employee a work environment free from maltreatment, discrimination, and harassment. This includes discrimination based upon age, color, gender, race, national origin, or religious affiliation. Every member of this Command will be evaluated on their individual merit, performance, and capability. Through socialization, we are all susceptible to certain biases that must be recognized and kept in check in order to preserve the rights and opportunities of our military members and civilian employees. The bottom line is that no form of discrimination will be tolerated to include sexual harassment, hazing, or the dissemination of information that supports or encourages such behavior. Inappropriate conduct such as sexual harassment, fraternization, and discrimination are incompatible with our core values of Honor, Courage, and Commitment.



For military members, the Informal Resolution System (IRS) is the preferred method for resolving issues of discrimination or sexual harassment at the lowest level. The IRS includes: (1) The Direct Approach; (2) Mediation; or (3) Training Information Resources (TIR). Informal resolution will only be utilized with the victim's approval. If this action does not resolve the issue, notify your chain of command or Equal Opportunity Advisor immediately. Alternatively, you may use Request Mast for formal complaints.

Civilians are encouraged to use the Alternative Dispute Resolution (ADR) process to resolve complaints at the lowest level. If you observe discrimination or sexual harassment, you have a personal obligation to report the incident through your chain of command or to take appropriate action if you are a supervisor.

Reprisal, intimidation, or further harassment as a result of a complaint being filed will not be tolerated under any circumstances. If you believe you have been the victim of reprisal, notify your chain of command or the unit's Equal Opportunity Representative immediately. Our EO representative is Staff Sergeant Meekins. He may be contacted at (703)432-1454. Additionally, the Training and Education Command Equal Opportunity Advisor, Master Sergeant Raynor, can be reached at (703)432-2172.

I charge every leader within Training and Education Command, regardless of rank or position, to empower our Marines, Sailors, and Civilian employees with the means necessary to feel safe and protected within our ranks. I further charge all leaders to ensure that every member of this command has a means to reach out for support and guidance if they feel threatened.

Any military or civilian member of our command, who practices or condones any form of discrimination, fails to protect, fails to report, or falsely reports such a violation, will forfeit my trust and be subject to disciplinary action. Equal Opportunity requires a team effort. To that end I am charging each of you to help me in ensuring our conduct and actions are above reproach.

Semper Fidelis,

A handwritten signature in black ink, appearing to read "T. M. Murray", enclosed within a large, loopy oval flourish.

THOMAS M. MURRAY
Major General, U. S. Marine Corps
Commanding General,
Training and Education Command