

COMMANDER'S POLICY STATEMENT ON EQUAL OPPORTUNITY

As the Commander, I am personally committed by unwavering leadership in ensuring that every member of Training Command, military and civilian, has the opportunity to advance regardless of race, color, religion, gender, age, or national origin. As a Marine Corps family, we are a team and each of us has a responsibility to protect and promote the rights of all individuals. Therefore every member of this culturally diverse command will be provided an environment that promotes professional growth, dignity, and mutual respect. We should be molded and developed as leaders to ensure we meet our highest potential.



Discrimination, to include sexual harassment, is a distraction from unit cohesion and is counterproductive, as it undermines and minimizes overall readiness. Any form of discrimination is inconsistent with the embodiment of the Marine Corps ethos and will not be tolerated.

The Informal Resolution System (IRS) should be used whenever possible to resolve complaints of discrimination at the lowest level. If IRS does not resolve the complaint, the preferred method for formal complaints is the Request Mast process.

Any person who engages in, fails to report or fails to act to prevent discrimination, to include sexual harassment, will be held accountable and subjected to the appropriate administrative or disciplinary action. Reprisal or acts of intimidation related to a complaint will not be tolerated and are also subject to disciplinary or administrative action.

Equal opportunity is everyone's responsibility, regardless of rank or position. Sound leadership equals opportunity. I charge each of you to take immediate and appropriate action when any form of discrimination, to include sexual harassment, is brought to your attention.

We will work together to ensure mission accomplishment by fostering an environment of dignity and mutual respect throughout Training Command. For additional assistance, advice and/or information, contact your unit's Equal Opportunity Representative or my personal Equal Opportunity Advisor, Master Sergeant Erica L. James, at 703-432-2472 or erica.james@usmc.mil.

Semper Fidelis,

A handwritten signature in black ink that reads "Austin E. Renforth".

AUSTIN E. RENFORTH
Colonel, U.S. Marine Corps
Commander, Training Command