TRAINING AND EDUCATION COMMAND COMBINED POLICY STATEMENT

All military personnel and Marine Corps civilians of Training and Education command (TECOM) serve an important role in the accomplishment of our mission and will be treated with respect. The Marine Corps' values of Honor, Courage, and Commitment must form the basis for how we conduct ourselves both on and off duty. The following forms the basis by which I expect you to treat others i.e. "The Golden Rule".

Prohibited Activities and Conduct (PAC). PAC has a direct impact on our mission readiness. People are our most valuable resource: Marines, Sailors, and civilians alike. We should not allow anyone to measure our individual worth based on race, color, religion, sex (to include gender identity), national origin, or sexual orientation. This is a leadership issue and I expect all leaders to treat Marines, Sailors, and civilians with the utmost dignity and respect. All civilian and military personnel have a duty to report any actual, suspected, or alleged incident of PAC. Assistance is available through your EOA (Master Sergeant Leon Guerrero, Michael J.), at (703) 432-2472, (240) 299-2284, or michael.leonguerrero@usmc.mil.

Sexual Assault Prevention and Response (SAPR). Sexual Assault is a crime and will not be tolerated. It is directly counter to our core values and erodes good order and discipline that are the hallmarks of our Corps. Every victim of sexual assault must have absolute confidence in our unwavering commitment to ensure that he or she will be treated with dignity and that his or her privacy will be protected to the fullest extent possible, regardless of reporting option selected (restricted or unrestricted). Eradicating sexual assault begins with prevention, beginning with the continuing education of all hands and the steadfast attention of leadership at every level. When sexual assaults occur, commanders must be aware of and utilize the resources available, from Sexual Assault Prevention and Response Victim Advocates and Sexual Assault Response Coordinators, to our Chaplains and appropriate medical personnel, to respond to the needs of the victims we support. All personnel should be familiar with the 24/7 Department of Defense Safe Helpline (1-877-995-5247) and the local installation 24/7 Sexual Assault Support Line. The Marine Corps Base Quantico 24/7 Sexual Assault Support Line is (703) 432-9999.

Equal Employment Opportunity (EEO). EEO covers all personnel and employment programs, management practices, and decisions including, but not limited to, recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits and separation. All employees will have the freedom to compete on a fair and level playing field with equal opportunity for competition. If any civilian employee believes that he/she has been a victim of unlawful discrimination, harassment, sexual harassment, or reprisal you may contact the EEO office located at Marine Corps Base Quantico (703) 784-2368/2281 or the Pentagon EEO Office at (571) 256-8301/8302.

Safety. Safety, a force preservation component, is essential to training readiness and critical to the success of any training operation. Safety is the responsibility of everyone assigned to this command both operationally and recreationally. I task commanders, supervisors, military personnel, and civilians to: support an aggressive safety program to preserve and protect; incorporate Risk Management while planning and conducting all activities; and focus on motor vehicle and motorcycle risk mitigation and the hazards of high-risk recreational activities.

Unit, Personnel, and Family Readiness Program (UPFRP). The TECOM Family Readiness Command Team is dedicated to ensuring that our Marines, Sailors, civilians, and their families are mission ready. Although each individual is responsible for their own personal and family readiness, it is my responsibility to ensure the success of the UPFRP. Supporting me are Captain Sean Clark and Gunnery Sergeant Josh O'Connor at sean.r.clark@usmc.mil/(703) 784-3036 or joshua.oconnor@usmc.mil/(703) 784-3707.

The TECOM Command Team is dedicated to ensuring that our Marines, Sailors, civilians, and their families are mission ready. SEMPER FI!

W. F. MULLEN III
Major General, United States Marine Corps
Commanding General, Training and Education Command