



I MARINE EXPEDITIONARY FORCE
COMMANDING GENERAL'S
EQUAL OPPORTUNITY (EO)
POLICY STATEMENT

The Marine Corps' is the world's premier fighting force. Through decisive action and leadership, our illustrious Corps' remains Ready, Relevant and Responsive to our nation's call. I MEF stands at the forefront to ensure this hallmark of success continues "in any clime and place." Therefore, we continue to strive to build and maintain a team that values its most precious asset: "its people."

Equal Opportunity is a leadership issue, based on fair, equal treatment and respect for all. The Marine Corps' policy on equal opportunity is clear and simple: No form of discrimination to include: age, color, gender, race, religion, national origin or sexual harassment will be tolerated. My policy mirrors this and is just as clear: **I will not tolerate discrimination of any type by any member of I MEF.** Everyone within this command will be valued and treated with dignity and respect.

The chain of command has an obligation to ensure that all personnel understand the Marine Corps' policy regarding equal opportunity, and how to contact their units Equal Opportunity Representative (EOR). The Informal Resolution System (IRS) should be used whenever possible to resolve issues quickly and fairly at the lowest level possible. If the IRS process does not resolve the issue; the preferred course of action to file a formal complaint is Request Mast. Those who are found guilty will be subject to disciplinary actions, as well as those who knowingly make false allegations. Likewise, anyone filing a complaint will not be subject to any form of reprisal as this is also against the Marine Corps' policy.

The I MEF Equal Opportunity Advisor is Master Sergeant Michael Walker. He is located in Camp Del Mar, 21 Area, and can be reached at 760-725-9167, or DSN 365-9167. To aid I MEF civilian employees, the Marine Corps Base Camp Pendleton Human Resources Equal Opportunity Specialist is Madhu Panchadsaram. She is located in the 22 Area, building 1160 and can be reached at 760-725-4301 or DSN 365-4301.

Professionalism is the hallmark of all Marines. Our core values of Honor, Courage and Commitment bind us together as a relentless force in readiness. Do not allow a lack dignity and respect for others to divide the team. Lead from the front!

A handwritten signature in black ink that reads "Thomas D. Waldhauser".

THOMAS D. WALDHAUSER
LIEUTENANT GENERAL, COMMANDING GENERAL
I MARINE EXPEDITIONARY FORCE