SPMAGTF–CR–CC
Commanding Officer's
Equal Opportunity Statement

Leadership is built on the trust and teamwork shared between individual Marines and their leaders. Inherent in this trust is the understanding that fair, scrupulous, and unbiased treatment is the Marine Corps leadership standard.

--- General John A. Lejeune in his book, *Soldierly Virtue*

General Lejeune's statement above has become the foundation of the Marine Corps' equal opportunity mission. In accordance with this philosophy and all applicable Marine Corps Orders, SPMAGTF-CR-CC will work to ensure that all Marines and Sailors in this unit receive equal treatment regardless of race, religion, color, creed, national origin, sex, orientation, or age.

In the Marine Corps, performance is what counts. This has been shown throughout our history from Guadalcanal, Inchon, and Chosin to Al Anbar and Helmand. That standard is admired and respected throughout our Corps and country. When we look to our left and right in combat, we measure our fellow Marines and Sailors by how they accomplish the mission and care for and lead those in their charges. This is the standard we will continue.

This command will set and maintain a climate where performance and conduct are the only yardsticks by which we measure our Marines, and discrimination is not tolerated in any form. Leaders at every level will be vigilant for not only overt discrimination such as sexual harassment and hazing, but also discrimination in its lesser forms. No leader will ignore or condone suspected discrimination of any type. All members of this unit will be treated with dignity and respect, and I demand they treat their fellow Marines and Sailors in the same manner. Those who discriminate or tolerate discrimination will be subject to disciplinary action under the Uniform Code of Military Justice (UCMJ).

The entire chain of command has an obligation to ensure their personnel understand the Marines Corps policy regarding equal opportunity, including the resolution process, both informal and formal. Any member of SPMAGTF-CR-CC who believes they have been discriminated against should utilize their chain of command and/or the Informal Resolution System (IRS) to resolve the issue at the lowest level. If the chain of command or IRS does not achieve resolution to the complainant's satisfaction, the preferred recourse is a formal complaint via the request mast process. This approach ensures the chain of command's complete attention to the matter, holding leadership accountable.

The SPMAGTF-CR-CC Equal Opportunity Manager, Staff Sergeant Rodriguezsanchez, will oversee the implementation of this policy, and the chain of command will ensure that it is enforced. Staff Sergeant Rodriguezsanchez can be reached at 318-345-5044.

K. R. Kassner
Colonel, USMC
Commanding Officer