



SPMAGTF-CR-CC Commanding Officer's Statement on Equal Opportunity



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*

This statement by General Lejeune has become the foundation of the Marine Corps' equal opportunity (EO) mission. In accordance with these timeless comments from our 13th Commandant and all applicable Marine Corps Orders, SPMAGTF-CR-CC will work to ensure that all Marines and Sailors in this organization receive equal treatment regardless of race, religion, color, sex or sexual orientation, or national origin.

Performance is what counts in the Marine Corps. The history of SPMAGTF-CR-CC, the performance of our Marines and Sailors in combat, has set a standard that is admired and respected. When we look to our left and right in combat, we measure individuals by how they accomplish the mission and care for and lead their Marines and Sailors. This is the standard we will continue.

In SPMAGTF-CR-CC, discrimination of any kind will not be tolerated. We will maintain a command climate where performance and conduct are the only yardsticks by which we measure our Marines, Sailors, and each other. 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. Leaders will not – through action or inaction - ignore or condone suspected discrimination of any type. The Marines and Sailors of this regiment will be treated with dignity and respect, and I demand they treat their fellow Marines and Sailors in the same manner. Those who do 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 Marine Corps policy regarding equal opportunity, including the resolution process, both informal and formal. Any member of this Command 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 Equal Opportunity Adviser (EOA). This approach ensures the chain of command's complete attention to the matter, holding leadership accountable. No one will be subject to any form of reprisal if they file a complaint; however anyone found deliberately filing a false allegation of discrimination will be subject to disciplinary action.

The SPMAGTF-CR-CC Command Equal Opportunity Manager, Staff Sergeant LedesmaContreras, will oversee the implementation of this policy and the chain of command will ensure that it is enforced. Staff Sergeant LedesmaContreras, can be reached at 318-345-5048 or at jose.ledesmacontreras@me.usmc.mil.

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