



COMMANDING OFFICER'S

STATEMENT ON

EQUAL OPPORTUNITY AND DISCRIMINATION



My policy on equal opportunity is that Marines, Sailors and civilian employees of Camp Lejeune will have a work environment in which they may achieve their full potential based solely on individual merit, fitness and ability. That means Marines, Sailors and civilian employees of Camp Lejeune will treat one another with dignity and respect regardless of cultural, ethnic, national, or racial origin; skin color; religion; sex; or age. Unlawful discrimination or harassment is unacceptable and intolerable.

Discrimination is an act, policy or procedure arbitrarily denying equal opportunity because of age, color, national origin, race, ethnic group, religion, or sex.

Sexual harassment is a form of discrimination involving unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature that, explicitly or implicitly: is a condition of a person's employment, position, pay or career advancement; or, unreasonably interferes with a person's work performance, or creates an unprofessional, intimidating, hostile or offensive environment.

Discrimination or sexual harassment undermines morale, order, discipline and readiness by demeaning and marginalizing the Marine Corps' most precious resource, the individual Marine, sailor or civilian. Furthermore, discrimination or sexual harassment contradicts the Marine Corps' ethos, violates the prestigious position of the Corps with the American public, and tarnishes the Marine Corps' proud legacy.

Anyone believing he or she has been discriminated against or sexually harassed, or anyone who observes such conduct, shall report it to the chain of command, the designated Equal Opportunity Representative, or the Camp Lejeune Equal Opportunity Advisor in Building 27, telephone 910-451-5372. "Request Mast" is the preferred process for filing formal complaints of discrimination or sexual harassment. Incidents not of a criminal nature should be resolved at the lowest level practical via the Informal Resolution System.

Any Marine, Sailor or civilian engaging in, or failing to prevent or report discrimination or sexual harassment may be subject to disciplinary or lesser administrative action. Reprisals or acts of intimidation targeting a Marine, sailor or civilian making an equal opportunity complaint also are subject to disciplinary or administrative action.

I charge each of you to treat others as you would have them treat you: with dignity and respect. Furthermore, I charge each of you to foster an environment in which all may realize their full potential based solely on individual merit, fitness and ability.

R. P. FLATAU, JR.