COMMANDING GENERAL
MARINE CORPS RECRUIT DEPOT, SAN DIEGO
WESTERN RECRUITING REGION

POLICY STATEMENT ON EQUAL OPPORTUNITY AND SEXUAL HARASSMENT

Our great nation was founded on the principles of human dignity and equality, and these concepts are an integral part of our core values of Honor, Courage, and Commitment. The Marine Corps has spent most of the last decade taking the fight to enemies who made discrimination and intolerance the order of the day… we won't tolerate it within our own ranks. These principles and values form the foundation for our policy of equal opportunity for Marine Corps Recruit Depot, San Diego, and the Western Recruiting Region. I am deeply committed to providing every Marine, Sailor, and Civilian employee a work environment free from maltreatment, discrimination, and harassment.

Our entire Marine Corps family at Marine Corps Recruit Depot, San Diego, and throughout the Western Recruiting Region, is entitled to equality of treatment and the opportunity to achieve full potential based on individual merit, fitness, and capability, rather than on differences in race, color, religion, gender, age, or national origin. As we recruit and make Marines, it is essential we understand that diversity is one of the greatest strengths of our Nation and Corps. Any actions, such as discrimination or sexual harassment, that demean the dignity of another person, will not be tolerated. Those who violate this policy will be subject to disciplinary and/or administrative action.

Those who feel they have been discriminated against or sexually harassed have both an informal and formal method for resolving the complaint. The Informal Resolution System (IRS) allows for quick and full resolution at the lowest possible level. It is based on the direct approach, in which the issue is directly addressed with the person demonstrating the offending behavior. The Informal Third Party method presents another way of resolving the issue directly and informally. In this case, assistance is requested from another person to help mediate and resolve issues. Finally, the Training Information Resource method allows members to request training or resource materials for presentation within their work place. If the IRS does not resolve the inappropriate behavior, the preferred method for addressing formal complaints of discrimination, to include sexual harassment, is the Request Mast process.

I charge every leader within Marine Corps Recruit Depot, San Diego and throughout the Western Recruiting Region with ensuring that this policy statement is understood by everyone under their supervision. I expect your active commitment to eliminating all forms of discrimination and sexual harassment aboard Marine Corps Recruit Depot and the Western Recruiting Region.

J.W. BIERMAN
Brigadier General, U.S. Marine Corps
Commanding General