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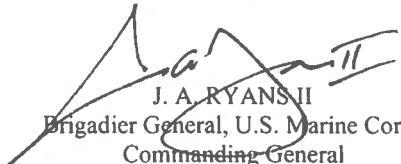
**COMMANDING GENERAL
MARINE CORPS RECRUIT DEPOT, SAN DIEGO
WESTERN RECRUITING REGION
POLICY STATEMENT ON CIVILIAN EQUAL EMPLOYMENT OPPORTUNITY AND ANTI-
HARASSMENT**

All personnel aboard Marine Corps Recruit Depot San Diego and across the Western Recruiting Region serve an important role in the accomplishment of our mission and will be treated with respect. The Marine Corps' values of honor, courage, and commitment form the basis for how we conduct ourselves both at work and off duty. Equal Employment Opportunity covers all personnel and employment programs, management practices, and decisions including, but not limited to, recruitment and hiring, meritorious promotion, transfer, reassignments, training and career development, benefits, and separation.

Any form of discrimination is a direct violation of United States Federal Regulations. Discrimination undermines the Marine Corps mission and will not be tolerated. Appropriate disciplinary action will be taken against anyone who engages in workplace harassment or discrimination. The confidentiality of any individual bringing a claim of harassment or discrimination will be as protected as possible and they will be free from reprisal for raising such a claim. Alternate Dispute Resolution (ADR) options such as mediation, conciliation, or conflict coaching are available and effective tools to resolve conflicts in the workplace.

This policy covers appropriated and non-appropriated fund employees. If you are a civilian employee or an applicant for employment and believe you have been discriminated against because of your race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), age (over 40 years), national origin, disability, genetic information, or reprisal for prior Equal Employment Opportunity (EEO) involvement, you may consult with an EEO counselor for resolution. The matter must be brought to the attention of the EEO counselor within 45 calendar days after the date the alleged act occurred, the effective date of an alleged discriminatory personnel action or the date you knew, or reasonably should have known, that it occurred. If you wish to report harassment, want to file an EEO complaint, request ADR, or request a reasonable accommodation for your disability, call the EEO Counselor Office at (619) 524-8460 or visit the EEO Office located in Building 31, Room 128.

I ask each member of our workforce to take personal responsibility for implementing our EEO policy and to cooperate fully in its enforcement. The Marine Corps is built on trust and teamwork. Our continued success depends on you and your commitment to all members of our military and civilian team.


J. A. RYANS II
Brigadier General, U.S. Marine Corps
Commanding General