COMMANDING GENERAL'S EQUAL OPPORTUNITY AND ANTI-HARASSMENT POLICY STATEMENT

Every member of Marine Corps Installations West-Marine Corps Base, Camp Pendleton (MCIWEST-MCB CAMPEN) is a vital asset of a unique and diverse team. As an honored and distinguished organization, MCIWEST-MCB CAMPEN continuously provides the vital support necessary to the Operating Forces, tenant commands, military personnel and families aboard Camp Pendleton. Those who work hard, conduct themselves according to the standards of our Corps, and contribute to the overall readiness and mission accomplishment of MCIWEST-MCB CAMPEN will excel and be recognized.

As policies and procedures are re-defined, MCIWEST-MCB CAMPEN is committed to fostering a professional work environment based on recognizing human rights. Every member of this Command will be valued and treated with dignity and respect. It is the inclusive responsibility of all associates of MCIWEST-MCB CAMPEN to maintain a working environment conducive to mission accomplishment. This environment will reflect mutual respect free from discrimination and sexual harassment practices.

Equal Opportunity is a leadership issue, based on fair, equal treatment and respect for all. The Marine Corps policy on Equal Opportunity is clear and simple - no form of discrimination to include age, color, sex, race, religion, national origin or sexual orientation will be tolerated. Those found guilty of such actions will be subject to disciplinary action, as will those who knowingly make false allegations.

If you feel you are the subject of potential discrimination, sexual harassment or any other inappropriate excessive behavior do not ignore it. Members should attempt to resolve these issues at the lowest levels possible by directly engaging their chain of command, and using the Informal Resolution System (IRS) to resolve issues quickly and fairly. If the IRS process does not resolve the issue, the preferred course of action is Request Mast. If you think your issues did not receive the appropriate attention, contact the MCIWEST-MCB CAMPEN Equal Opportunity Advisor at (760) 725-5742. Members who report concerns or participate in investigations will not experience reprisal of any kind.

I am dedicated to maintaining a healthy, productive workplace with acceptance for all members. I will not allow personal convictions to interfere with the efforts of those who make this organization successful. As leaders of the finest warfighting force in the world, we owe it to those in our charge to preserve their respect and dignity. Anything less is unacceptable.

EDWARD D. BANTA
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Commanding General
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