



**U.S. MARINE CORPS FORCES COMMAND
U.S. MARINE CORPS FORCES, EUROPE
EQUAL OPPORTUNITY AND SEXUAL HARASSMENT
POLICY STATEMENT**

Our Corps and our command policies on Equal Opportunity are clear: we are committed to leading and participating in an organization free from discrimination and sexual harassment. Members of this command will be treated with dignity and will be afforded equal opportunity to reach their full potential without regard to race, color, religion, gender, age or national origin.

Our success in both garrison and combat has been and will be dependent upon a talented and trained diverse workforce, trust in the organization, unit cohesion and the expectation of being combat ready at all times. Equal opportunity and diversity of force allows us to capitalize on the variety of experience and talent that every member brings to the team. This ultimately helps ensure mission accomplishment.

Discrimination and sexual harassment limits the individual flexibility and the unit strength required to meet today's global challenges, violates trust, erodes morale and unit cohesion and detracts from mission readiness. No form of discrimination or sexual harassment will be tolerated. Every member of this command will be evaluated on individual merit, performance fitness and capability. Discrimination and Sexual Harassment are prohibited by MCO P5354.1D and this policy, the violation of which may result in disciplinary or adverse administrative actions.

If a member of this command has a complaint, the member's issue will be handled swiftly and with due diligence. Marines, Sailors, and Civilians must utilize their chain of command to resolve issues at the lowest level or utilize the Informal Resolution System (Direct Approach, Informal Third Party, and Training Information Resources). Members also have the option of filing a formal complaint. The preferred method for filing a formal complaint is Request Mast. Assistance is available through our local Equal Opportunity Advisors/Representatives (EOA/EOR) or Counselors. The EOA for MARFORCOM is GySgt Hong Q. Huang, who is always available to assist you. He can be contacted at 757-836-1569 (DSN 836), BB 757-207-0682 or e-mail at hong.huang@usmc.mil. The EOR for MARFOREUR is GySgt Courtney B. Henderson who can be reached at DSN 314-431-3597, by commercial at 011-49-703-115-3597, or by email at courtney.henderson@usmc.mil. Focus on mission, team, and cohesion. Semper Fidelis!

ROBERT B. NELLER
LIEUTENANT GENERAL

Commander, U.S. Marine Corps Forces Command
Commander, U.S. Marine Corps Forces, Europe