COMMANDING GENERAL,
U. S. MARINE CORPS FORCES, PACIFIC

STATEMENT ON EQUAL OPPORTUNITY

U.S. Marine Corps Forces, Pacific will foster a command climate that provides equality of treatment and the opportunity for all Marines, Sailors, and Civilians to achieve their full potential based upon their individual merit, fitness, and ability. The success of our mission depends upon our ability to work together and unit cohesion based on trust. I expect every individual to do their part to create and sustain an environment where every Marine, Sailor, and Civilian is treated with fairness, dignity, and respect.

I will not tolerate discrimination, to include sexual harassment. It undermines morale, reduces combat readiness, and detracts from our mission. My intent is that every Marine, Sailor, and Civilian within MARFORPAC will do their part and exhibit moral courage to address, correct, and report, without fear of reprisal, any instance of discrimination or harassment they might experience or witness. Sound leadership plays the key role in eliminating all forms of unlawful discrimination. To this end, I expect Commanders to promote equality, thoroughly investigate allegations of discrimination, treat complaints as confidential, and take appropriate action in substantiated cases.

Whenever possible, I encourage individuals to resolve their complaints informally through their chain of command, or by using the informal resolution system (IRS). When matters of this nature cannot be resolved through the informal system, the formal complaint system will allow for an alternative route to seek resolution. Although there are several ways to file a formal complaint, request mast is the preferred method. The unit Equal Opportunity Advisor (EOA), at MARFORPAC HQ, MGySgt Philip Hopkins (DSN 477-8647), can provide further assistance and information. I assure you that your complaint will receive prompt and proper attention.

We must continue to hold ourselves to the highest standards of professional conduct to preserve and maintain our honor and the unmatched professionalism of our Corps. It is everyone's responsibility to make a positive contribution to our team in this area.

Semper Fidelis

Terry G. Robling

TERRY G. ROBLING
LIEUTENANT GENERAL, UNITED STATES MARINE CORPS
COMMANDING GENERAL, UNITED STATES MARINE FORCES, PACIFIC