



**UNITED STATES MARINE CORPS**  
MARINE CORPS RECRUITING COMMAND  
3280 RUSSELL ROAD  
QUANTICO VA 22134-5103

MCRCO 5354.1B  
CG  
AUG 21 2002

MARINE CORPS RECRUITING COMMAND ORDER 5354.1B

From: Commanding General  
To: Distribution List

Subj: EQUAL OPPORTUNITY POLICY

Ref: (a) MCO P5354.1C

Encl: (1) Commanding General, Marine Corps Recruiting Command Policy Statement on Equal Opportunity

1. Situation. The Marine Corps policy on Equal Opportunity is outlined in the reference. This reference highlights our responsibility to prevent discrimination of any kind from undermining a unit's effectiveness, cohesion, and morale.

2. Mission. To disseminate MCRC policy concerning Equal Opportunity for military and civilian members of MCRC, without regard to race, color, religion, gender, age, or national origin, which complies with existing laws and regulations governing military and civilian members of the MCRC.

3. Execution

a. Commander's Intent. I intend to foster an environment in which Equal Opportunity prevails throughout the command. End state: All members of MCRC perform their duties in an environment free of discrimination.

b. Tasks. Commanders will ensure all military and civilian members within their commands are provided Equal Opportunity to succeed without regard to race, color, religion, gender, age, or national origin. Commanders will endeavor to create an environment of fair and equal treatment. Commanders will post a copy of the enclosure on unit bulletin boards.

4. Administration. Cancel MCRCO 5354.1A.

5. Command and Signal. None.

  
C. CORTEZ

DISTRIBUTION: A/D

**COMMANDING GENERAL  
MARINE CORPS RECRUITING COMMAND**

**POLICY STATEMENT ON EQUAL OPPORTUNITY**

I am personally committed to the Marine Corps' policy on equal opportunity. My goal in producing this policy statement is to ensure that every Marine, Sailor, and civilian employee within this command is aware that discrimination, or any actions that demean the dignity of another person, to include any form of reprisal, will not be tolerated. Further, I believe that this goal is an integral part of esprit-de-corps and is, therefore, essential to individual preparedness, mission accomplishment and teamwork in the working environment.

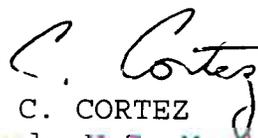


Marine Corps Recruiting Command plays a vital role in maintaining the Marine Corps as the world's preeminent fighting force. The quality of the Corps of the future depends on the work that we do day-in and day-out. It is a team effort-"Team MCRC"-where each member is called upon to put forth his or her best effort to accomplish our mission.

The foundation of our concept of teamwork is that all members will be provided the maximum opportunity to excel. There will be no artificial barriers to an individual's personal ability, skill, determination, and desire. Any word or action that reflects negative prejudice based on race, ethnicity, gender, age or religion will not be tolerated in this command.

I charge each member of this command to immediately report, through your chain of command, any incident of discrimination that you personally experience or observe. Individuals will be held accountable for their actions. This includes commanders and others in leadership positions who tolerate, or condone discrimination by subordinates or their civilian equivalent. For Marines who feel that they have been discriminated against, Request Mast is the primary means for reporting these actions.

I expect commanders, as well as all Marines in leadership roles, to set the example, exhibit our core values, and ensure our Marines understand and practice equal opportunity.

  
C. CORTEZ

Major General, U.S. Marine Corps