UNITED STATES MARINE CORPS
MARINE CORPS RECRUITING COMMAND
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MARINE CORPS RECRUITING COMMAND ORDER 5300.2

From: Commanding General
To: Distribution List

Subj: COMMANDING GENERAL'S POLICY ON EQUAL OPPORTUNITY AND SEXUAL HARASSMENT

Ref: (a) MCO 1000.9
(b) MCO P5354.1C

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

1. The following is the latest policy statement on Equal Opportunity and Sexual Harassment as set by the Commanding General, Marine Corps Recruiting Command.

2. Ensure the widest dissemination of the enclosure to all military and civilian personnel.

C. CORTEZ

DISTRIBUTION: A/D

COMMANDING GENERAL
MARINE CORPS RECRUITING COMMAND

POLICY STATEMENT ON EQUAL OPPORTUNITY AND SEXUAL HARASSMENT

I am personally committed to the Marine Corps' policy on equal opportunity and sexual harassment. My goal in producing this policy statement is to ensure that every Marine, Sailor, and civilian employee within this command is aware that discrimination, sexual harassment, 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, color, gender, national origin, age, or religion, consistent with the law and regulations and the requirements for physical and mental abilities, will not be tolerated in this command.

Any complaint or allegation regarding discrimination, to include sexual harassment, will be taken seriously and handled on a case-by-case basis. In instances of inappropriate comments or behavior that are not criminal in nature, the desired course of action is the Informal Resolution System (IRS). The IRS allows an individual to resolve issues at the lowest possible level. Individuals will be held accountable for their actions. This includes commanders and others in leadership positions that 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, 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