COMMANDING GENERAL, MARINE CORPS COMBAT DEVELOPMENT COMMAND AND DEPUTY COMMANDANT, COMBAT DEVELOPMENT AND INTEGRATION EQUAL OPPORTUNITY POLICY STATEMENT

The United States Marine Corps is known as the world's finest military organization. Our core values of honor, courage, and commitment express our dedication not only to the Marine Corps but to each other as well. It is that dedication that has created a bond of trust to give us the right to hold that title. The only things that would disrupt this are the words and actions of another Marine.

Our most vital asset is our people and everyone must be afforded an equal opportunity to achieve his or her full potential. Equal opportunity is a leadership issue at all levels and all leaders must ensure they are consistent, pervasive, and genuine in their decisions and judgement.

Discrimination based on color, gender, race, national origin, religion, and sexual orientation harassment destroys the fabric that binds us together and absolutely will not be tolerated at this command or in our Corps. Each leader will foster and actively monitor a climate free from discrimination and sexual harassment.

The chain of command for each unit has an obligation to ensure that everyone understands the Informal Resolution System (IRS) and how it is utilized to resolve issues at the lowest level. If IRS does not resolve the issue, the preferred method to file a formal complaint within the Marine Corps is Request Mast. Commanders will ensure that all EO complaints received are promptly investigated in an impartial manner and one free from fear of reprisal, intimidation, or retaliation.

Anyone engaging in, condoning, or failing to report any act of discrimination, to include sexual harassment and harassment (hostile work environment), will be subject to administrative and/or disciplinary actions. Assistance is available through your local equal opportunity representative or my Equal Opportunity Advisor, at 703-432-0764.

Semper Fidelis,

Eric M. Smith
Lieutenant General, U.S. Marine Corps
Commanding General, Marine Corps Combat Development Command; and Deputy Commandant, Combat Development and Integration