

COMMANDANT'S POLICY STATEMENT ON EQUAL OPPORTUNITY

Equal Opportunity is readiness. The Marine Corps must remain ready to meet our Nation's needs. To that end, the Marine Corps will maintain our readiness posture through deliberate and accountable actions designed to attract, access, develop, promote, and retain individuals based on merit, fitness, and ability.



Every member of the Marine Corps team should expect and demand the opportunity to work, develop and achieve his or her full potential, whether serving as a uniformed member or civilian employee. Adherence to equal opportunity and to our core values of Honor, Courage and Commitment, will promote positive command climates and enhance our readiness.

The responsibility for accomplishing equal opportunity is not dependent on authority or the sole function of a special staff officer. Rather, all members of the Marines Corps team are expected to promote camaraderie among individuals, regardless of race, color, sex, religion, or national origin. Anyone who witnesses an act of illegal discrimination has a responsibility to address, correct or report the inappropriate behavior immediately.

The Marine Corps is built on the trust and teamwork shared between Marines and their leaders. Inherent in this trust is the understanding that fair, scrupulous, and unbiased treatment is the Marine Corps leadership standard.

I expect every member of the Marine Corps team to enhance the Corps' readiness by striving for, achieving and maintaining a positive command environment by treating each other with dignity and respect.

A large, stylized handwritten signature in black ink, which appears to read "Joe Dunford".

JOSEPH F. DUNFORD, JR.
General, U.S. Marine Corps
Commandant of the Marine Corps

COMMANDANT'S POLICY STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY

Honor, Courage, and Commitment are the core values that drive every member of our team to do the right thing for the right reasons. This includes the way we treat one another. Success in the 21st Century depends on the contributions of every Marine, Sailor and Civilian Marine. Equality for all persons and diversity within our ranks are the pillars which allow the Marine Corps to effectively address and overcome challenges driven by mission. Our mission requires mutual trust that can only exist in an environment which recognizes the strength of our differences and values our diversity.



I am fully committed to ensuring equality of opportunity for all employees and applicants for employment, regardless of their race, religion, color, sex, national origin, disability, age, and genetic information without reprisal. This commitment applies to every aspect of employment.

Discrimination is inconsistent with our core values and is against the law. Serving this great nation is an honor. I fully expect every military leader and civilian leader at all levels of our Corps to uphold this policy. I expect the workplace to be free of unlawful harassment and discrimination. We are here to fight and win wars. Behavior contrary to treating each other with dignity and respect impedes our ability to meet mission requirements. Every member of our team must be free to contribute to the best of their ability in a cohesive work environment. Principles of merit should drive every employment decision. I challenge everyone to honor the Marine Corps legacy of pride, leadership, discipline, and respect for human dignity.

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