



**COMMANDING GENERAL**  
**II Marine Expeditionary Force**  
*Equal Opportunity, Equal Employment Opportunity*  
17 July 2014



*The Marine Corps policy on Equal Opportunity (EO) and Equal Employment Opportunity (EEO) provides equal opportunity for all military members and civilian employees. For military members any form of discrimination based on race, color, religion, national origin, gender, or age are prohibited. For federal employees and family members, any form of discrimination sexual or unlawful harassment based on race, color, gender, religion, national origin, age, disability (mental and/or physical), reprisal (previous EEO activity) and sexual orientation are prohibited. This is the policy of our senior leadership. This is my policy. This is our policy. I expect every member of this command to promote an environment of dignity, respect, equality and fair treatment.*

*Discrimination is a biased treatment of a person or group based on race, color, religion, national origin, gender, or age. Discrimination is illegal and fundamentally inconsistent with our core values of honor, courage and commitment. Examples of inappropriate or discriminatory treatment are: racial, ethnic, religious, or gender related jokes; use of electronic mail to send disrespectful or inappropriate comments; disparate adjudication of opportunities such as promotions, awards, or performance rating based on race, color, religion, gender, age, or national origin; and covert reprisal against an individual for reporting discriminatory practices. Anyone who participates in or condones discrimination may be subject to disciplinary action. Discrimination, in any form, will NOT be tolerated in II Marine Expeditionary Force (MEF).*

*Military members should give their chain of command the opportunity to resolve their issues through the Informal Resolution System before filing an EO complaint. Federal employees are encouraged to use Alternative Dispute Resolution to resolve their individual complaints. For military members, the preferred method for filing a formal complaint is Request Mast. Federal employees, for formal complaints, must initiate the 29 CFR Part 1614, EEO Complaint Process, by contacting an EEO counselor or official in the installation EEO office within 45 calendar days of the action or practice alleged to be discriminatory. Included in the formal complaint will be the effective date of the personnel action alleged to be discriminatory, or the time the aggrieved person became aware of the alleged discriminatory action or practice.*

*Commanders will ensure every member of their command is continually educated on all applicable policies, respective complaint processes, and reprisal prevention. I expect anyone who encounters or observes acts of discrimination to take appropriate action. Immediate assistance is available through your respective unit's EO Representatives, the II MEF EO Advisor (910-451-1262/ 910-467-1980) and the installation EEO office (910-451-5272/5083).*

*Semper Fidelis,*

W. D. BEYDLER

Major General, U. S. Marine Corps  
Commanding General  
II Marine Expeditionary Force