

# COMMANDING GENERAL'S EQUAL OPPORTUNITY POLICY STATEMENT



Operational excellence, readiness, standards, dignity and respect are the principles of "What Matters to Us" as the world's largest fighting force. The II Marine Expeditionary Force (MEF) is committed to developing and maintaining a professional environment in which every Marine, Sailor, and Civilian is treated with dignity and respect "What Matters to Us." This includes fostering a work environment free from discriminatory practices, harassment, inappropriate conduct, and unprofessional behavior. These behaviors are counterproductive to Force Readiness and conflict with our core values of "Honor, Courage, and Commitment." It's imperative that all Marines and Sailors of II MEF have the opportunity to achieve their full potential based solely upon individual merit, performance, and ability.

Discrimination or harassment based on race, color, national origin, religion, sex, and sexual orientation are not acceptable in II MEF. Commanders at all levels will emphasize the importance of Equal Opportunity and foster a command environment of inclusiveness and acceptance. People are our most precious asset, and our combat readiness and ultimate success on the battlefield rely on teamwork and the cohesiveness of units; teamwork that is built on a foundation of mutual trust and respect. Every member of II MEF will know their individual worth to this organization and have the opportunity for professional development and personal growth.

If a member of this command has a complaint, leadership will address the complaint in accordance with MCO P5354.1D W/Ch 1 and MCO 1000.9A. Marines and Sailors are encouraged to utilize their chain of command to resolve issues at the lowest level, or use the Informal Resolution System. Members of II MEF also have the option of making a formal complaint. The preferred method for making a formal complaint is through Request Mast procedures. Any member that takes retaliation action against anyone making a complaint or protected communication may be disciplined under the Uniform Code of Military Justice. Similarly, anyone who knowingly makes false allegations of discrimination or sexual harassment may be subject to adverse administrative and/or disciplinary actions. Assistance is available through the Equal Opportunity Advisor for II MEF, who can be reached at (910) 451-1262 or (910) 467-1980.

A handwritten signature in black ink, appearing to read "R. F. Hedelund".

R. F. Hedelund

Lieutenant General, U.S. Marine Corps  
II MEF Commanding General