



EQUAL OPPORTUNITY

WE IN THE 11TH MARINE EXPEDITIONARY UNIT WILL PROVIDE EQUAL OPPORTUNITY FOR ALL PERSONS AND WILL PROHIBIT DISCRIMINATION BECAUSE OF RACE, COLOR, RELIGION, GENDER, AGE, AND NATIONAL ORIGIN. FOR US TO BE SUCCESSFUL IN ALL THAT WE DO, WE MUST FUNCTION AS A SYNERGIST TEAM. THIS SYNERGY CAN ONLY BE ACCOMPLISHED WHEN WE TREAT MARINES AND SAILORS WITHOUT REGARD TO RACE, COLOR, RELIGION, GENDER, AGE, OR NATIONAL ORIGIN.

EACH OF US HAS A ROLE TO PLAY IN THE EQUAL OPPORTUNITY PROGRAM. WE MUST RESPECT AND EMBRACE OUR DIVERSITY AS A SOURCE OF STRENGTH. DISCRIMINATION IS UNLAWFUL AND INCONSISTENT WITH OUR CORE VALUES OF HONOR, COURAGE, AND COMMITMENT. LEADERSHIP AT ALL LEVELS WILL BE ENGAGED IN MAKING SURE THAT ALL DECISIONS ARE BASED ON OUR CORE VALUES AND NOTHING ELSE. I EXPECT EACH AND EVERY ONE OF US TO TREAT OUR FELLOW WARRIORS WITH RESPECT AND DIGNITY AS WE BUILD A COHESIVE FIGHTING TEAM. THOSE WHO FAIL TO DO SO WILL BE HELD ACCOUNTABLE.

EACH OF US HAS THE RESPONSIBILITY TO ENSURE ZERO TOLERANCE OF ANY ACTIONS THAT ARE NOT CONSISTENT WITH OUR HIGH MORAL STANDARDS. ANYONE WHO FEELS THEY HAVE NOT BEEN TREATED FAIRLY DUE TO ANY FORM OF DISCRIMINATION WILL REPORT THE INCIDENT IMMEDIATELY THROUGH THE CHAIN OF COMMAND VIA ONE OF THE FOLLOWING TWO METHODS:

-THE INFORMAL RESOLUTION SYSTEM - WHICH ALLOWS FOR QUICK AND FULL RESOLUTION AT THE LOWEST POSSIBLE LEVEL BY ADDRESSING THE ISSUE DIRECTLY WITH THE PERSON DEMONSTRATING THE BEHAVIOR OR BY SEEKING A THIRD PARTY TO INTERVENE.

-THE FORMAL METHOD - REQUEST MAST. THIS IS THE PREFERRED METHOD FOR ADDRESSING FORMAL COMPLAINTS OF DISCRIMINATION, TO INCLUDE SEXUAL HARASSMENT.

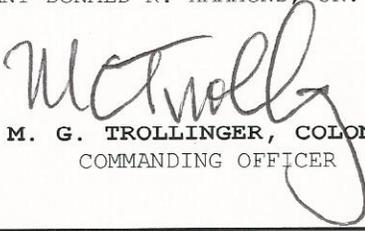
INDIVIDUALS WHO FILE A LEGITIMATE COMPLAINT WILL NOT BE SUBJECT TO ANY FORM OF REPRISAL.

I EXPECT ALL MARINES AND SAILORS WHO ARE PART OF THE 11TH MARINE EXPEDITIONARY UNIT TO DEMONSTRATE OUR COMMITMENT TO EQUAL OPPORTUNITY. WE WILL TREAT EACH OTHER AND THOSE WITH WHOM WE INTERACT PROFESSIONALLY.

WE IN THE 11TH MEU WILL BE GUIDED BY THE FOLLOWING:

- ASK YOURSELF IF WHAT YOU ARE DOING IS LEGAL, MORAL OR ETHICAL.
- WE WILL BE BRILLIANT IN THE BASICS, AND WE WILL BE EXCEPTIONAL.
- WE WILL ALWAYS BE PART OF THE SOLUTION, AND NEVER PART OF THE PROBLEM.
- WE WILL BE BETTER ON FRIDAY THAN WE WERE ON MONDAY, AND BETTER ON MONDAY THAN WE WERE THE PREVIOUS FRIDAY.

FOR ADDITIONAL ASSISTANCE OR INFORMATION, CONTACT YOUR UNIT'S EQUAL OPPORTUNITY REPRESENTATIVE GUNNERY SERGEANT DONALD R. HAMMOND, JR. AT 760-763-8267 OR VIA EMAIL AT DONALD.R.HAMMOND@USMC.MIL.


M. G. TROLLINGER, COLONEL
COMMANDING OFFICER

PRIDE OF THE PACIFIC
11TH MARINE EXPEDITIONARY UNIT