



**COMMANDING GENERAL,
TRAINING AND EDUCATION COMMAND
EQUAL EMPLOYMENT OPPORTUNITY AND ANTI-HARASSMENT
POLICY STATEMENT**

Our Corps, as well as this Command, remains committed to maintaining an organization free from discriminatory practices. All members of this command, prospective applicants, and all those that we work with will be treated with the utmost dignity and appropriate respect. We will not tolerate any discrimination based upon race, color, gender / sex, national origin, religion, age, genetic information, disability (mental / physical), or reprisal / retaliation.

Both military and civilian leadership are required to take immediate and appropriate action once made aware of potential or alleged discrimination. We will take cases of discrimination seriously, as they rapidly erode good order and discipline and ultimately destroy the "team." We will respond quickly to all complaints of discrimination and / or retaliation of reported acts of discrimination.

Any civilian who witnesses or believes that he / she has been a victim of unlawful discrimination, harassment, sexual harassment, or reprisal is encouraged to report the incident to the Equal Employment Office (EEO). The complaint process is posted and available on our website. Civilians are also encouraged to use the Alternative Dispute Resolution process within the discrimination complaint process for resolution. Civilian personnel or applicants for employment have 45 calendar days to seek counseling and file an EEO complaint if they believe they have been a victim of discrimination.

Reprisal, intimidation, or further harassment related to a complaint will not be tolerated under any circumstances. Civilian employees who wish to file a complaint, report any incident of harassment, reprisal, or seek options to resolve a complaint or workplace dispute, may contact the EEO office located at Marine Corps Base Quantico (703)-784-4772 or the Pentagon EEO Office at 571-256-8302 or via the website <https://www.hqmc.marines.mil/ar/EEO/>.

Discrimination in any form is divisive and counter to our Marine Corps core values and will be met with swift action. I am personally committed to maintaining a work environment that fosters equal opportunity for all Command members, regardless of whether you are a service member, civil servant, contractor, or job applicant. I charge each and every member of this Command to reflect on who WE are, recognize that we are all on the same team, and we all are here to win.

K. M. IIAMS
Lieutenant General, United States Marine Corps
Commanding General, Training and Education Command