

MAR 28 2022

**DIRECTOR, MARINE CORPS STAFF
DIVERSITY POLICY STATEMENT**

Respecting diversity is essential to establishing a command climate where everyone is treated fairly, and with dignity. Being ready to fight and win as the Nation's crisis response force requires us to fill our ranks, both uniformed and civilian, with high caliber individuals capable of out-thinking sophisticated enemies. We must attract flexible, critical thinkers from diverse backgrounds. Diversity contributes to an innovative atmosphere, and can help us become most efficient and highly effective.



Every member of the Headquarters Marine Corps staff contributes to mission success, and brings to our collective efforts their unique capabilities and individual talents. Our core values of honor, courage, and commitment require us to ensure our work environment enhances the potential contribution of every member of our diverse command. Talent management includes bringing together different people, whose different skills and abilities combine to create strong organizations. We will capitalize on the skills and abilities of our diverse workforce in support of mission accomplishment.

Diversity is both a leadership and a readiness issue. As the Director, Marine Corps Staff, I am committed to creating an environment where all military and civilian personnel are valued. Each must be able to achieve their full professional and personal potential, while contributing to the accomplishment of the mission. I challenge all to create and sustain a culture throughout Headquarters Marine Corps, via leadership, mentorship, and example, in which we recognize the value of a diverse workforce. We must make certain that all Marines, Sailors, and civilians are provided equal opportunity to contribute to our success.

To achieve excellence, Headquarters Marine Corps will utilize and recognize the talents/capabilities of each and every member, both civilian and military. I ask each of you to join me in capitalizing on the diversity of our workforce, and I expect each of you to uphold standards of conduct that support this policy.

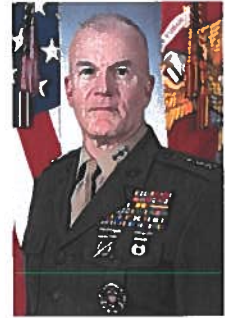
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G. P. OLSON
Lieutenant General
U.S. Marine Corps

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**DIRECTOR, MARINE CORPS STAFF
EQUAL EMPLOYMENT OPPORTUNITY AND ANTI-HARASSMENT POLICY STATEMENT**

Equal Employment Opportunity (EEO) is an essential element in establishing a command climate that ensures everyone is treated fairly, with dignity and respect. It is a responsibility inherent in leadership and a requirement for mission accomplishment.



Discrimination and harassment that is based on the following Title VII protected classes; race, color, religion, sex (including pregnancy and gender identity), national origin, age (40 years or older), disability (physical or mental), genetic information, and reprisal for participating in prior equal employment opportunity activities are unlawful, and inconsistent with our core values of honor, courage, and commitment. These behaviors impede our ability to perform our mission, and to grow personally and professionally. Headquarters Marine Corps prohibits discrimination, and will provide equal opportunity for all employees (Appropriated Funded and Non-Appropriated Funded) and applicants.

All employees will have the freedom to compete on a fair and level playing field with equal opportunity for competition. Equal employment opportunity covers all personnel/employment programs, management practices, and decisions, including, but not limited to recruitment/hiring, merit promotion, transfer, assignments, training and career development, benefits, and separation.

For the purposes of this policy, harassing conduct is defined as any unwelcome conduct, verbal or physical, based on one or more of the above Title VII protected classes when the conduct either: (1) interferes with a person's work performance; or (2) creates an intimidating, offensive, or hostile environment. Harassment will not be tolerated.

Both military and civilian leadership must take vigorous action with regard to any discrimination, non-discriminatory harassment or sexual harassment brought to their attention. Personnel may submit complaints without fear of reprisal. I encourage employees to promptly notify their supervisory chain if they believe they are being subjected to conduct that is contrary to this policy. All allegations will be examined and dealt with accordingly. No one should suffer due to discrimination and harassment. Employees should also feel free to contact the Pentagon EEO Office at (571) 256-8302 or MCB Quantico EEO Office at (703) 784-4772 to file a complaint, report any incident of harassment, or seek options to resolve complaints or workplace disputes.

Employees will not suffer any reprisal for making a complaint to either a supervisor or the EEO office, or for assisting in any inquiry regarding such a report. All information provided by an employee will be maintained on a confidential basis to the greatest extent practical, and consistent with the desires of the employee, and applicable regulations.

Each of us has a role to play in the EEO Program. We must respect our diversity as a source of strength.

We will work together to maintain a workplace free of discrimination and harassment. I ask each of you to join me in working toward this goal.

A handwritten signature in black ink, appearing to read 'G. P. Olson'.

G. P. OLSON
Lieutenant General
U.S. Marine Corps