



2D COMBAT ENGINEER BATTALION COMMANDING OFFICER POLICY ON EQUAL OPPORTUNITY



“We must ensure that every Marine is prized and appreciated for their individual worth and that each Marine is afforded full opportunity for professional achievement. The obligation of each member of the chain of command is to ensure this sense of fairness is constant and genuine. An environment of fairness for all Marines is crucial to building a warfighting team.”

- MCO P5354.1D, Marine Corps Equal Opportunity Manual

The Marine Corps policy on Equal Opportunity is clear: The Marine Corps will provide equal opportunity for all military members without regard to color, gender, race, religion, national origin, or sexual orientation. Our diversity as a country is our greatest strength. The diversity of 2d CEB is one of our greatest strengths. It allows us to recognize quicker, adapt faster, and win. We must ensure our differences are respected and contribute to mission success. Ensuring fairness and equal opportunity for all personnel is an inherent leadership responsibility, and one that I take very seriously. All personnel within this command are entitled to be treated with the purest dignity and respect. I charge leaders at every level to stop discrimination, sexual harassment, or other inappropriate behavior before it happens by creating the proper command climate, and to ensure that complainants have legal protection from all forms of reprisal. Anyone who witnesses an act of discrimination has a responsibility to address, correct, or report the inappropriate behavior immediately. Anyone who engages in – or fails to actively counter – discrimination or sexual harassment of any kind is contributing to the problem and will be subject to administrative or disciplinary action.

There are two means of addressing this manner of inappropriate behavior, informal through the Informal Resolution System (IRS), and formal through the chain of command. Instances of discrimination or sexual harassment are ideally handled at the lowest level possible through the Informal Resolution System when appropriate. If the conflict cannot be resolved using this method, a formal resolution should be sought preferably through the Request Mast process.

If you believe you have been subjected to discrimination, sexual harassment, or other inappropriate behavior, notify your chain of command or contact the Battalion Equal Opportunity Representative, Staff Sergeant Brent E. Miller at (910) 440-6449.

Our ability to accomplish our mission magnifies significantly, when we operate as an integrated team that capitalizes on individual strengths and skills. Discrimination in any form is adverse to mission accomplishment and will not be tolerated. We represent the Marine Corps in everything we do. Our strength as a Battalion is our diverse backgrounds, and trust. Anything that harms this is Un-American and counter to the legacy of 2d CEB.

Robert M. McLellan
Commanding Officer
2d Combat Engineer Battalion