



**Commanding Officer
1st Battalion, 12th Marines
Equal Opportunity Policy**

Since the founding of our Nation, our Marine Corps has existed to fight our nation's battles and win its wars. Our success requires unity of effort – the diverse members of the Corps fighting as one. The principles of human dignity and equality, the essence of our Marine Corps values of Honor, Courage and Commitment must be maintained.

Every Marine, Sailor, and civilian employee will be treated with dignity and respect in order to reach their full potential without regard to age, color, gender, national origin, race, sexual orientation, or religion. Discrimination poisons any organization and will not be tolerated at 1st Battalion, 12th Marines.

If a member of our 1st Battalion, 12th Marines family is a victim of discrimination, this issue will be handled swiftly and with due diligence. As leaders, we will ensure our Marines work in a discrimination free environment and will continue to educate all members of our family on Equal Opportunity policies, Informal Resolution System (IRS), Request Mast, and reprisal prevention. We will further ensure all complaints are promptly addressed, resolved and reported. Request Mast is the preferred method to report a formal discrimination complaint. I expect all officers, SNCOs, and NCOs to embrace and enforce this policy.

SSgt Jim T. Patino, jim.patino@usmc.mil (808) 257-1705 is the Equal Opportunity Representative for 1st Battalion, 12th Marines. Do not hesitate to see him if you need any assistance.

Michael Roach
Lieutenant Colonel
Commanding Officer