COMMANDING GENERAL'S POLICY STATEMENT ON EQUAL OPPORTUNITY

The Marines and Sailors of 3d Marine Division are its most valuable warfighting assets. In order to maximize our warfighting ability it is paramount that every Marine, Sailor and civilian member be provided equal opportunity regardless of race, color, national origin, religion, gender, and sexual orientation. Equal Opportunity begins by fostering a positive and professional climate. I charge leaders of every rank to foster a professional environment where all members of this Division are afforded an equal opportunity to achieve their full potential.

Discrimination and sexual harassment in any form diminishes us as an institution; it degrades our combat readiness and our ability to "fight tonight". Unlawful discrimination of any form reduces effectiveness and trust. The CALTRAP Nation must be free from personal, social and institutional barriers that hinder anyone from achieving their full potential. This unit is a meritocracy, where deeds, actions, and accomplishments have precedence.

Leaders at every echelon have an obligation to ensure everyone understands the Informal Resolution System (IRS) and how it can be utilized to resolve issues at the lowest level. Although the IRS is the preferred method, its use is always at the discretion of the complainant. The complainant may choose to make a formal Equal Opportunity complaint. The preferred method to file a formal complaint is via Request Mast. The complainant may also make complaints orally or in writing via the chain of command or through the Division Equal Opportunity Advisor (EOA). Commanders will ensure all equal opportunity complaints are promptly addressed in an impartial manner free from reprisal. Anyone who knowingly makes false allegations of unlawful discrimination or sexual harassment will be subject to appropriate disciplinary action.

Every member of 3d Marine Division plays a vital role in mission accomplishment. It is everyone's responsibility to ensure unlawful discrimination and sexual harassment does not exist within our Division. Anything less runs counter to our core values and will not be tolerated.

Assistance is available through the Office of the Division EOA at DSN: 622-7654 or Cell 090-6861-1175.

CRAIG Q. TIMBERLAKE
MAJOR GENERAL, U.S. MARINE CORPS
COMMANDING GENERAL, 3D MARINE DIVISION