



**12TH MARINE REGIMENT**  
3D MARINE DIVISION

Commanding Officer's  
**Equal Opportunity Policy Statement**



The Marines and Sailors of 12th Marine Regiment are part of a proud legacy. Iwo Jima, Vietnam, and today our Regiment has responded to the nation's call at a moment's notice and successfully faced the adversity of combat, humanitarian assistance, and disaster relief. Performance, Discipline, and Esprit de Corps are the key elements for success of 12th Marine Regiment. The foundation and success of these qualities comes from within our individual Marines and Sailors. It is fostered by a command climate that eliminates prejudice and mistrust. A successful regiment moves beyond tolerance. It focuses on the dignity and value of its members and molds them into a unit. A regiment that allows ignorance and discrimination to infect its ranks is quick to perish.

All Marines and Sailors within our Regiment are expected to promote camaraderie among individuals, regardless of color, gender, race, religion, national origin, or sexual preference, by setting an example of unprejudiced actions and identifying unfair practices to higher authority via the chain of command.

Unlawful discriminatory practices within the Marine Corps are counterproductive and unacceptable. Discrimination, to include sexual harassment, undermines morale, reduces combat readiness, and prevents maximum utilization and development of the Marine Corps' most vital asset, its "people". The policy of the Marine Corps is to provide equality of treatment and the opportunity for all Marines to achieve their full potential based solely upon individual merit, fitness, character, and ability.

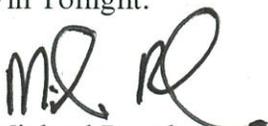
The preferred means to identify and correct discrimination, to include sexual harassment, at the lowest level is the Informal Resolution System (IRS). If IRS does not resolve the issue, then the preferred method for handling formal complaints is Request Mast.

Any Marine or Sailor, who feels they have been subjected to, engages in or fails to report or prevent any form of discrimination or sexual harassment will be subject to appropriate disciplinary actions. Reprisal or acts of intimidation related to a complaint will not be tolerated and are subject to disciplinary or administrative action.

As your Commanding Officer, I see one of my duties is to ensure that each Marine and Sailor has the opportunity to achieve his/her goals while accomplishing our mission. I am committed to ensuring fair treatment for all Marines and Sailors. Moreover, an environment that fosters this fair treatment is essential to our readiness and success. Our country deserves nothing less.

Assistance is available through the Battery, Battalion, or Regimental Equal Opportunity Representative. The 12th Marine Regiment EOR is SSgt Bullock and can be reached at 623-7767 or [cleveland.bullock@usmc.mil](mailto:cleveland.bullock@usmc.mil)

Semper Fidelis and Be Ready to Fight and Win Tonight.

  
Michael Roach  
Colonel, U.S. Marine Corps