



UNITED STATES MARINE CORPS  
2D MARINE EXPEDITIONARY BRIGADE  
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1 Jun 21

POLICY LETTER 3-21

From: Commanding General  
To: 2d Marine Expeditionary Brigade

Subj: COMMANDING GENERAL'S EQUAL OPPORTUNITY AND STANDARDS OF TREATMENT  
STATEMENT

Ref: MCO 5354.1F

***"We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness"***

1. Marines and Sailors must uphold the standards of treatment as recognized by our Founding Fathers and demanded by Marine Corps heritage for each and every person on our team. Discrimination, sexual harassment, and hazing are fundamentally inconsistent with our core values of honor, courage, and commitment. Further, they violate the Uniform Code of Military Justice and our DoD and Service orders. If you are a victim of harassment or discriminatory conduct, we encourage you to use your chain of command to report or resolve the situation. If you observe this type of behavior, it is your duty to immediately address the situation to your chain of command.

2. Discrimination is defined as the illegal treatment of a person or group based on race, religion, color, national origin, age, and sex. Sexual harassment, a form of discrimination, is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to or rejection of such conduct is made, either explicitly or implicitly, concerning any terms of a person's job, pay, or career;
- Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or
- Such conduct that unreasonably interferes with the individual's work performance or creates an intimidating, hostile, or offensive work environment.

3. We will strive to resolve discrimination or sexual harassment problems early and at the lowest possible level through the Informal Resolution System. If a formal complaint is appropriate, we recommend use of the Request Mast process. Additionally, Marines and Sailors are encouraged to seek advice and assistance from our 2d Marine Expeditionary Brigade (MEB) Equal Opportunity (EO) Representative, or II MEF's EO Representative, if desired. EO Representatives are available to answer questions and will assist any person filing discrimination or sexual harassment complaints.

4. Those who engage in, condone, or falsely report any form of sexual harassment or discrimination may be subject to administrative and/or disciplinary action. No matter how insignificant these acts appear at the time, they erode our cohesion and detract from our mission accomplishment. We expect all 2d MEB Marines and Sailors to take care of each other and treat each and every member of our team with dignity, equality, and respect. We will accept nothing less.

***A. M. Henderson***  
A. M. HENDERSON

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