

**MARINE CORPS RECRUITING STATION JACKSONVILLE
COMMANDING OFFICER'S
EQUAL OPPORTUNITY STATEMENT**



Recruiting Station Jacksonville is able to recruit excellence from a diverse environment because of our outstanding Marines and civilians. Accordingly, every member of RS Jacksonville will have an equal opportunity to reach his or her full potential, regardless of age, color, race, gender, religion, or national origin.

Equal opportunity is a leadership issue and every Marine and civilian in RS Jacksonville is a leader. Therefore, it is incumbent upon the chain of command and every member of this Recruiting Station to foster a climate that prevents discrimination, sexual harassment, or hazing, for any reason or in any form. Additionally, we will aggressively promote a climate that treats everybody fairly and equally, with dignity and respect, and without any prejudice.

The RS Jacksonville chain of command will ensure all Marines and civilians understand the Informal Resolution System (IRS) in order to resolve equal opportunity issues at the lowest possible level. If an issue cannot be successfully resolved via the IRS, the Request Mast process is the preferred method with which to process a formal complaint. Equal opportunity complaints will be promptly, fully, and impartially investigated, and appropriately addressed without any fear of reprisal. In contrast, personnel who knowingly make false allegations will be subject to appropriate administrative or disciplinary action.

I am genuinely and personally committed to the promotion of equal opportunity and I expect the same from every member of this great Recruiting Station. We will always adhere to Marine Corps Core Values and will enthusiastically defend everybody's right to be treated with dignity and respect.

Assistance with any equal opportunity concern or issue is always available through the chain of command and our Equal Opportunity Representative. You may also reference MCO P5354.1D.

In summary we will not tolerate the following:

- Discrimination against age, color, gender, race, religion, or national origin
- Sexual Harassment
- Hazing

These selfish acts break down our unity and trust. Energy better focused on defeating our enemies is instead used to hurt one another. Anyone who witnesses an act of discrimination has a responsibility to address, correct, or report the inappropriate behavior immediately.

We are a small Corps and every Marine is crucial to success. Our greatest strength is our inseparable faithfulness to each other. Our differences don't matter. Focus on what we have in common:

We volunteered to serve our country, we defend all Americans, and we have earned the same title: United States Marine.

Keep charging, take action, and recruit excellence at the speed of war.

A handwritten signature in black ink, appearing to read "M. L. Valenti".

M. L. Valenti
Major, U.S. Marine Corps
Commanding Officer Recruiting Station Jacksonville