



EQUAL OPPORTUNITY STATEMENT

JUNE 2023



I am deeply honored to serve with a team that is as diverse as it is dedicated. Our strength and excellence originate from the diverse array of experiences and perspectives each team member brings to our Station. In accordance with the Marine Corps' Prohibited Activities and Conduct (PAC) Prevention and Response Policy (MCO 5354.1F), we must commit to ensuring every member of our team, whether a Marine or a civilian, and every individual we encounter during the pursuit of our mission, is treated with respect and dignity. This commitment stands unwavering, irrespective of age, race, gender, religion, or national origin. Leadership is a shared responsibility within our team – It falls on each of us to foster and uphold an environment that is free from any form of sexual harassment, prohibited discrimination, hazing, bullying, dissident and protest activities, and wrongful distribution or broadcasting of intimate images. Our ultimate objective is to sustain a culture that ensures equal treatment of all and offers every member the opportunity to attain their full potential, based on individual merit, fitness, intellect, and ability.

In order to facilitate this, every Marine assigned to RS Jacksonville shares the responsibility of upholding the principles of MCO 5354.1F. Our chain of command will ensure that everyone within our ranks fully understands the PAC complaint process, where any Marine may submit a PAC complaint for command-directed resolution using a NAVMC Form 11512. Marines have the option to request resolution through Conflict Management (informal) or Complaint Resolution (formal) channels. These requests will be promptly forwarded to the appropriate level of command. In addition, our Equal Opportunity Advisor (EOA) and the Inspector General are readily available to offer support, advice, and guidance. If, for any reason, an issue cannot be resolved through the PAC guidelines, we will utilize the Request Mast process as our subsequent course of action. Rest assured, we will investigate and address every equal opportunity complaint with urgency, impartiality, and without any fear of reprisal. It's also imperative to remember that appropriate disciplinary action will result from knowingly making false allegations.

My personal commitment to promoting equal opportunity within RS Jacksonville is steadfast, and I expect the same level of commitment from every member of our team. If you have any concerns related to equal opportunity, know that assistance is readily available through our chain of command and our EOA. You are never alone in this; your voice matters.

As we move forward, guided by our SPARTAN tenets, we will continue to support one another, and we will relentlessly pursue excellence in our recruiting mission.

SEMPER FIDELIS,

MAJOR ROBERT W. MOORE

COMMANDING OFFICER, RS JACKSONVILLE

