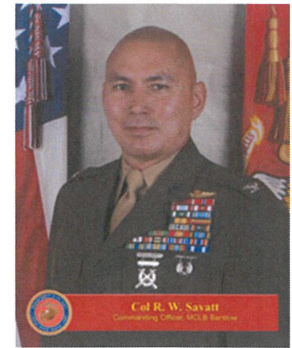




COMMANDING OFFICER'S
EQUAL EMPLOYMENT OPPORTUNITY
AND
ANTI-HARASSMENT POLICY
STATEMENT FOR CIVILIAN EMPLOYEES



All Marines and Civilian Marines of Marine Corps Logistics Base Barstow, California play an important role in the accomplishment of our mission and will be treated with respect. The Marine Corps' values of honor, courage, and commitment form the basis for how we conduct ourselves both at work and off duty. Equal employment opportunity covers all personnel/employment programs, management practices and decisions including, but not limited to, recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits and separation.

Any form of discrimination is a direct violation of United States Federal Regulations. Discrimination undermines the Marine Corps mission and it will not be tolerated. All reported work place incidents of harassment based on discriminatory factors such as: race, color, national origin, sex, age (over 40), religion, Genetic Information Nondiscrimination Act of 2008 (GINA), or disability and non-discriminatory factors will be investigated in a timely manner. I assure you appropriate disciplinary action will be taken against the individual or individuals who were found to have harassed or discriminated against a civilian employee. I hold supervisors and managers (military and civilian) of civilian employees responsible for providing a work environment free from harassment based on discrimination and non-discriminatory factors.

I assure you that the confidentiality of any individual bringing a claim of harassment or discrimination will be protected to the fullest extent possible and they will be free from reprisal for raising such an issue. Alternate Dispute Resolution (ADR) options such as mediation, conciliation or conflict coaching are available to resolve the conflicts in the work place. I highly encourage you to utilize ADR to resolve your conflict at the lowest possible level.

This policy covers appropriated and non-appropriated fund employees. If you are a civilian employee and believe that you have been discriminated against because of your race, color, religion, sex, age (over 40 years), national origin, disability, GINA or reprisal for prior Equal Employment Opportunity (EEO) involvement, you may consult with an EEO counselor to resolve the matter. The matter must be brought to the attention of the EEO counselor within 45 calendar days from the date the alleged act occurred, the effective date of an alleged discriminatory personnel action or the date you knew, or reasonably should have known that it occurred. If you wish to report harassment, want to file an EEO complaint, request ADR or request reasonable accommodation for your disability, please call (760) 725-4301/3845. You can also contact the Human Resources Office to request ADR for any type of workplace conflict and the contact number is (760) 577-6914.

The Marine Corps' history is built on the trust and teamwork shared between individual Marines and their leaders. The continued success of MCLB Barstow, the Marine Corps, and our great nation is dependent upon you and your commitment to all members of the team.

Semper Fidelis,

A handwritten signature in black ink, appearing to read "R. W. Savatt".

RUSSELL W. SAVATT
Colonel, U.S. Marine Corps
Commanding Officer
Marine Corps Logistics Base Barstow, California

2026 Feb 10

Date