



Equal Opportunity (EO) & Prohibited Activities and Conduct (PAC) Policy Statement



The United States Marine Corps is built on the principles of honor, courage, and commitment. Our strength as a force lies in our collective ability to accomplish the mission, care for each other with respect, and continually improve ourselves. As a part of our dedication to these values, this policy establishes our unwavering commitment to Equal Opportunity (EO) and the prohibition of activities and conduct that undermine the Marine Corps' Core Values.

1. Accomplish the Mission with Discipline:

The mission of the United States Marine Corps is our highest priority, and accomplishing that mission requires discipline at every level. Discrimination, harassment, and any form of misconduct undermine our ability to work together as a cohesive, effective team. Every Marine and Sailor is expected to uphold the standards of professionalism and conduct, ensuring that the focus remains on mission accomplishment and operational readiness. Violations of EO principles or engagement in prohibited activities not only disrupt mission success but also degrade the trust and cohesion necessary for our collective strength.

2. Take Care of Our People with Respect:

Every Marine is entitled to a work environment where they are treated with dignity, fairness, and respect. Discrimination or harassment based on race, color, religion, sex, national origin, sexual orientation, or any other protected status is absolutely prohibited. Each Marine and Sailor must be held accountable for their actions and interactions, fostering an inclusive and supportive environment where all people can reach their potential without fear of retaliation, exclusion, or mistreatment. Our commitment to respecting and valuing differences is a key element in taking care of our people and ensuring the well-being of every Marine and Sailor in our ranks.

3. Improve Our Position with Initiative:

The Marine Corps thrives on initiative and personal responsibility, and this includes the active pursuit of an environment where everyone can perform to the best of their abilities. It is the responsibility of every Marine, from the newest member to the most senior leader, to contribute to an environment free from prohibited activities and conduct. By taking the initiative to identify and address issues of discrimination or harassment, we improve our position not only as individuals but as a united, effective fighting force.

The success of the Marine Corps depends on a commitment to discipline, respect, and continuous improvement. By upholding the principles of Equal Opportunity and actively discouraging prohibited activities and conduct, we create an environment where every Marine and Sailor can contribute their best to the mission and be treated with the dignity and respect they deserve. Together, we will continue to be a force that is united, professional, and ready for any challenge.

Semper Fidelis,

R. E. THOMAS III
Lieutenant Colonel, U.S. Marine Corps
Commanding