



**HEADQUARTERS REGIMENT  
COMMANDING OFFICER'S  
EQUAL OPPORTUNITY STATEMENT**



Per Marine Corps Order P5354.1D, Marine Corps' policy is to provide equal opportunity for all military members without regard to race, age, color, religion, gender, sexual preference or national origin consistent with all laws and regulations. The achievement and maintenance of this goal is integral to the full development of esprit de corps, pride, and individual readiness, which are the hallmarks of combat readiness. Ensuring, to the fullest extent under the law and regulations, that fairness and equality of opportunity are extended to all personnel concerning every action which affects Marines, is an inherent function of leadership.

I do strictly charge my NCOs, both Sergeants and Corporals, to stop discrimination before it becomes a larger problem. You will not tolerate inappropriate comments, inappropriate acts, or favoritism. Our Marine Corps traditions require us to treat our Marines and Sailors fairly. I know that you are the key to ensuring that everyone in this command enjoys their right of equal opportunity. As such, when you fail to take appropriate action, I will also hold you accountable. There is no place for negativity here among the warriors of the Headquarters Regiment.

First Lieutenant Phillip Chen is our Regiment's Equal Opportunity Representative. He can assist you by answering any of your Equal Opportunity questions. I encourage the use of the informal resolution process to work through workplace issues. However, for formal EO complaints, request mast is the preferred venue or contact the Equal Opportunity Advisor for the 1st MLG, Master Sergeant Cardio at 760-213-4522.

Phillip N. Fietze  
Colonel, U. S. Marine Corps  
Commanding