



UNITED STATES MARINE CORPS
CHEMICAL BIOLOGICAL INCIDENT RESPONSE FORCE
II MARINE EXPEDITIONARY FORCE
3399 STRAUSS AVENUE, SUITE 219
INDIAN HEAD, MD 20640-5035

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S-1

21 MAY 2013

Chemical Biological Incident Response Force Policy Letter #4-13

From: Commanding Officer

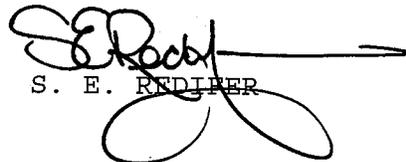
To: All Sections

Subj: EQUAL OPPORTUNITY POLICY LETTER

Ref: (a) MCO P 5354.1D

Encl: (1) Commanding Officer's Policy Statement on Equal Opportunity

1. Purpose. Enclosure (1) is the Commanding Officer's policy on Equal opportunity.
2. Action. All personnel assigned to CBIRF will review this policy letter and become familiar within its contents. Enclosure (1) will be prominently displayed on troop information boards throughout the battalion.
3. Point of contact regarding this matter is the Equal Opportunity Representative, HM1 Bonner. He can be contacted at (240) 320-3187.


S. E. REDIFER

Commanding Officer's Policy Statement on Equal Opportunity

Equal opportunity is and always will be about engaged leadership; basic, fundamental leadership has formed the basis for our Marine Corps and Navy for over 230 years. Our Marines, Sailors, and Civilian Marines deserve strong leadership, and likewise, they deserve to work and live in an environment where everyone is treated with respect and dignity regardless of race, color, gender, religion, age, or national origin.



Our people are our most precious asset, and we pride ourselves on never leaving a comrade behind. CBIRF is made up of some of the best men and women that our elite Corps has to offer, and it is through them and their efforts that we are able to accomplish our challenging and critical mission.

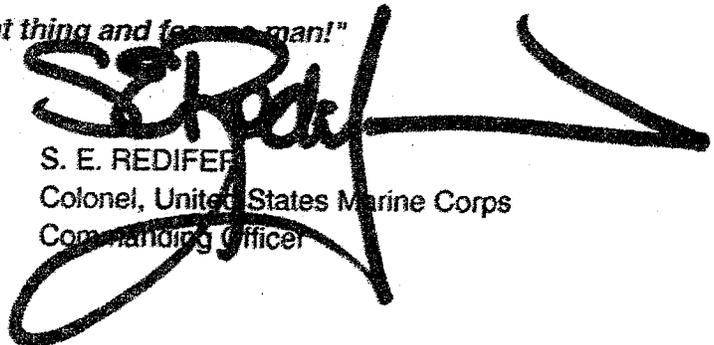
Simply put, our ability to accomplish our mission depends, as it always has, on the individual Marine and Sailor, and as such, we must set the conditions that will allow our personnel to succeed. We will accomplish this through proactive, dedicated, and involved leadership that sets a standard of equal treatment and opportunity for each and every individual in CBIRF.

I expect leaders to foster a positive command climate free from unlawful discriminatory practices and inappropriate behavior – individuals will be treated with dignity, will show mutual respect, and will be encouraged to resolve conflicts without fear of reprisal.

Leaders at every level will take prompt, decisive, and appropriate corrective action when discrimination or harassment occurs and report any such occurrence through the chain of command - we must build a mutual trust that will allow us to steadfastly face our enemies in an uncertain and rapidly changing world.

Likewise, I expect all of our Marines, Sailors, and civilians to live up to our Core Values of Honor, Courage, and Commitment. The title "Marine" and all that it entails was handed down to us by those warriors who have gone before - it is our duty to protect and build on this legacy through steadfast adherence to these Core Values and respect for human dignity.

"Do the right thing and fear no man!"



S. E. REDIFER
Colonel, United States Marine Corps
Commanding Officer

ENCLOSURE (1)