



# Marine Corps Security Force Regiment

## Equal Opportunity Program



**Marine Corps Security Force  
Regiment**

**Equal Opportunity  
Representative**

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CBRN Chief**

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### COMMANDER-DIRECTED CONFLICT MANAGEMENT

#### Informal Resolution Process

1. Conflict Management = 30 Days
  - a. May not be used for complaints of alleged severe and pervasive behaviors that are contrary to good order and discipline.
2. Commander or designee
  - a. Will resolve issue(s) that led to complaint.
3. Occur at the lowest level possible.
4. If not resolved, consider formal resolution.
5. Record outcome on NAVMC form 11512.

### COMPLAINT PROCEDURES

#### FORMAL COMPLAINT PROCEDURES

1. NAVMC 11512
  - a. Primary method for an individual to make a Prohibited Activities and Conduct (PAC) complaint.
2. Article 138, UCMJ Complaint
  - a. Marine alleges wrong committed by the commanding officer.
3. Redress of Wrong Committed by a Superior
  - a. Marine may file a complaint against any superior who the Marine believes committed a wrong doing.
4. Communications with the Inspector General
  - a. Alternative to the normal chain of command.
  - b. Marines may lodge complaints and provide facts to the Command Inspector or to the Inspector General of the Marine Corps.
  - c. Marines may lodge complaints concerning violations of laws, rules, and regulations; fraud, waste or inefficiency; abuse of authority; or other misconduct.
5. Individual Communications with Congress
  - a. Marines may write individual letters to members of Congress at any time concerning EO issues.

The Marine Corps will maintain a culture of dignity, care, and concern in which all members of the organization are afforded equal treatment and opportunity to achieve their full potential based on individual merit, fitness, intellect, and ability; regardless of race, color, national origin, religion, sex (including pregnancy), gender identity or sexual orientation.

### The Foundation to ALL Human Relations is Respect

Not all issues are EO issues, but all EO issues become leadership issues. Equal Opportunity is everyone's responsibility. Anyone who witnesses an act of discrimination has a responsibility to address, correct, intervene, or report the inappropriate behavior immediately.