



Commanding Officer's Equal Opportunity Program



You have all earned my trust and confidence AND earned the right to be treated with dignity and respect. Within MCCES, we conduct rigorous and realistic training to ensure our Marines are ready to fight and win. However, none of this training should violate anyone's right to be treated with dignity and respect.

Chapter 1 of MCO 5354.1F clearly lists activities and conduct that are prohibited within our professional organization. Our MCCES Equal Opportunity Representatives (EORs) will provide training and support to any and all Marines who are subject to such prohibited activities and conduct. If you feel that your rights have been violated, please contact an EOR; that is also your right. I will always listen to and document your complaint. I have the options of informal resolution via Conflict Management and formal resolution via Complaint Resolution.

My end state is to ensure that MCCES maintains a positive and inspiring command climate where everyone upholds the high standards of being a professional, and we ultimately, **"Train to Fight, Fight to Win."**

The command's EOR can be reached at (760) 830-4467.

Semper Fidelis!

A handwritten signature in black ink, appearing to read "A. O. Phillips".

A. O. Phillips
Colonel, USMC

Commanding Officer
Marine Corps Communication-Electronics School

