



MARINE CORPS MOUNTAIN WARFARE TRAINING CENTER BRIDGEPORT, CA

Commanding Officer's Policy on Equal Opportunity and Command Climate



The Marine Corps Mountain Warfare Training Center (MCMWTC) is built on professionalism, mutual respect, and trust. Our ability to train, operate, and succeed in demanding environments depends on cohesive teams where every Marine, Sailor, and civilian is valued and treated with dignity. Discrimination, harassment, and disrespect have no place in this command and will not be tolerated.

Diversity of background, experience, and perspective strengthens our organization and enhances operational effectiveness. However, diversity alone is not enough. It must be matched by an inclusive climate where individuals are respected, heard, and empowered to contribute fully. At this command, rank, position, gender, race, ethnicity, religion, or background will never be used to marginalize, intimidate, or exclude others.

Leaders at every level are responsible for setting and sustaining a positive command climate. Officers, staff noncommissioned officers, and civilian supervisors will actively model professional behavior, address misconduct promptly, and ensure that standards are applied fairly and consistently. Leaders will listen to concerns, engage constructively with feedback, and take appropriate action when issues arise. Allowing unprofessional behavior to persist through inaction undermines credibility and erodes trust.

All personnel are expected to treat one another with respect on duty, off duty, in garrison, in the field, and during training evolutions. Derogatory language, inappropriate jokes, exclusionary behavior, and retaliation against those who raise concerns are unacceptable. Professional conduct is not situational; it is a constant expectation.

This command is committed to maintaining accessible and confidential reporting channels and protecting individuals who come forward in good faith. Complaints will be handled promptly, thoroughly, and fairly. Leaders will ensure that Equal Opportunity advisors, chaplains, and other support resources are visible, trusted, and responsive.

A positive command climate does not occur by chance. It is built daily through leadership, accountability, and mutual respect. Every member of the MCMWTC shares responsibility for sustaining an environment where professionalism, fairness, and integrity define who we are. Together, we will preserve the trust that enables this command to accomplish its mission.

Semper Fidelis,

A handwritten signature in black ink, appearing to read "C. E. Loomis Jr.", written over a horizontal line.

C. E. LOOMIS JR.
COMMANDING OFFICER