



## 12TH MARINE REGIMENT 3D MARINE DIVISION

### Commanding Officer's Prohibited Activities and Conduct Prevention and Response Policy Statement



The Marines, Sailors, and Civilians of 12th Marine Regiment are our most valuable asset. We belong to a Corps that prides itself on being most ready when the nation is least ready. Ready means we are trained, our equipment is maintained, and our people are administratively and emotionally prepared to deploy at any time in any circumstance. Our core values of Honor, Courage, and Commitment require that we treat each other with dignity and respect. Prohibited activities are not consistent with our core values and will not be tolerated. 12th Marine Regiment relies on the individual and team efforts of every Marine, Sailor, and Civilian to create an environment that fosters cohesion, trust, and respect.

The prohibited activities and conduct defined below are unacceptable regardless of when or where they occur and, whether real or perceived, undermine morale and readiness. This conduct adversely affects our ability to accomplish the mission. The Marine Corps' policy on Prohibited Activities and Conduct (PAC) is clear and simple: harassment (to include sexual harassment), abuse (specifically, hazing; bullying; ostracism; or retaliation); wrongful distribution or broadcasting of intimate images; certain dissident and protest activity (to include supremacist activity), and unlawful discrimination of race, color, sex (including gender identity) or sexual orientation, national origin or religion will not be tolerated. I am fully committed to the fair and just treatment of every member of this command.

It is the responsibility of the chain of command to ensure that all personnel understand the Marine Corps policy regarding PAC, how to contact the appropriate Equal Opportunity Representative (EOR) or Equal Opportunity Advisor (EOA), and their responsibility to immediately report violations. Additionally, no one will engage in or consent to any PAC violations being committed upon them. Any individual who observes or has personal knowledge of PAC has two methods of seeking redress: Informal Resolution or Formal Complaint. Informal Resolution should be used whenever possible to resolve issues quickly and fairly. If Informal Resolution does not resolve the issue, a formal complaint can be made utilizing the chain of command, Regimental EOR, or Division EOA. Those who are found guilty, as well as those who knowingly make false allegations, will be subject to administrative disciplinary actions. In accordance with Marine Corps policy, anyone filing a complaint will not be subject to any form or reprisal.

Assistance is available through the Regimental EOR or 3d Marine Division EOA. The 3d Marine Division EOA is available at 622-7654 or 080-1385-7178.

Everyone can identify serious PAC violations, but most cases start as a more subtle, nuanced, and rationalized situation. We must identify signs or symptoms within our command and culture which can contribute to a situation before it happens. My policy is clear: provide equal treatment and opportunity for all members of this chain of command to achieve their full potential based solely upon individual merit, fitness, and ability.

Thank you for all you do for the Regiment and the Marine Corps. Continue to honor our legacy and take care of yourself and each other. Semper Fidelis and At the Ready!

M. J. ROACH  
Colonel, U.S. Marine Corps