

# COMMANDING OFFICER'S PROHIBITED ACTIVITIES AND CONDUCT POLICY



Prohibited Activities and Conduct including harassment, unlawful discrimination and abuse, ostracism, bullying, retaliation, wrong distribution or broadcasting of intimate images, and dissident and protest activity are intolerable and corrosive to our battalion's cohesion and operational readiness. Any Marine, Sailor, or civilian in this battalion subject of substantiated misconduct will be held accountable through administrative or punitive action. ***All members of our battalion will promote a culture of dignity, respect, and trust, and will cultivate, on- and off-duty, an environment free from prohibited activities and conduct while ensuring all mechanisms for reporting violations are available and preserved*** as detailed in Marine Corps Orders 5353.1E w/Admin Ch 1, Marine Corps Prohibited Activities and Conduct Prevention and Response.

## GUIDANCE & EXPECTATIONS

An environment free from prohibited activities and conduct fosters unit cohesion and camaraderie, enables our fighting spirit, and is critical to mission accomplishment and force readiness. ***I expect everyone to personally and professionally exemplify, model, promote, and expect others to perpetuate throughout our battalion an environment free of prohibited activities and conduct.***

Our Marines, Sailors, and civilians deserves the best leadership, and each deserves the opportunity to be assessed and evaluated based solely on their merit, fitness, intellect, ability, and potential. ***I expect everyone to afford equal treatment to all and encourage reporting of violations of prohibited activities and conduct.***

Success in this arena is built upon decision-makers aware of the culture and climate in their workspaces and between their unit's members on and off-duty. Know your Marines and Sailors; know what they are doing. All Marines, Sailors, and civilians, must have access to reporting mechanisms, and be unhindered and encouraged to report violations. ***I expect everyone to be aware of the climate in their unit and between the various unit members, preserve reporting mechanism, and encourage reporting of prohibited activities and conduct violations.***

## REPORTING MECHANISMS

- Your Chain of Command
- Direct communication with your Battalion Equal Opportunity Representatives
- The Equal Opportunity Advice Line, (844) 818-1674
- The IGMC Hotline, <http://www.hqmc.marines.mil/igmc/Resources/Submit-a-Complaint/>
- Anonymous Report via official telephone lines or official electronic mail
- Naval Criminal Investigative Service (NCIS) Web Tip Line, <https://www.ncis.navy.mil/Pages/NCISTips.aspx>

All Prohibited Activities and Conduct (PAC) complaint reporting will be properly safeguarded, thoroughly reviewed, and appropriately documented.

RICHARD P. NEIKIRK  
Lieutenant Colonel, U.S. Marine Corps  
Commanding Officer