



## 3D BATTALION, 12TH MARINE REGIMENT COMMANDING OFFICER'S POLICY STATEMENT ON PROHIBITED ACTIVITIES AND CONDUCT

Equal Opportunity means allowing every person the chance to reach his/her his full potential. The Marine Corps' policy on prohibited activities are clear:

MCO 5354.1E Marine Corps Prohibited Activities and Conduct (PAC):

*"Discrimination is the illegal treatment of a person or group based on age, color, gender, race, religion, or national origin to include hazing, ostracism and retaliation."*

*"Sexual harassment is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature."*



Racism, sexism and all other forms of prejudice destroy unity and assure a unit of failure. Those behaviors are antithetical to our values, and destructive to our battalion and its people. I won't tolerate it, and neither will you because we refuse to subject our brothers and sisters to demeaning and degrading behavior. We are committed to each other, and responsible for one another. I expect leaders at all levels to stop this type of behavior, and protect the members of 3/12 from all forms of abuse.

The men and women of 3/12 will only be judged on their performance. Discrimination based on any other factor, such as race, color, national origin, religion, or age has no place in this battalion or the Marine Corps. I expect all Marines and Sailors to treat one another with dignity and respect. Individuals who practice or tolerate discriminatory activities will be subject to administrative and disciplinary action. This Command will quickly and impartially investigate and resolve any acts of discrimination or sexual harassment. I charge all Leaders to lead by example and further educate their Marines and Sailors about those behaviors and the impact they have on our warfighting capabilities, morale, and on good order and discipline in general. All hands need to be aware of how to deal with instances of discrimination, hazing, or sexual harassment that they may experience or witness. The first and preferred method is the Informal Resolution System (IRS). The Chain of Command is always available to assist in the IRS or be a second option to resolve an issue. Request Mast is the third option available to Marines and Sailors to resolve an issue.

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