



COMMANDER'S POLICY ON PROHIBITED ACTIVITIES AND CONDUCT



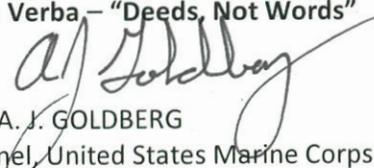
The marines, sailors, and civilians of 3d Reconnaissance Battalion are our most valuable assets. We must protect them from unfair and biased treatment and give everyone the opportunity to achieve their full potential based solely upon individual merit, fitness, intellect, and ability. We belong to a Marine Corps that prides itself on being the most ready when the nation is the least ready. The command's climate and culture are inextricably linked to our readiness. Each of us, regardless of rank, position, or experience, must maintain a positive environment, uphold standards of professional conduct, and prevent actions detrimental to our mission.

The prohibited activities and conduct defined below are unacceptable regardless of when or where they occur and, whether real or perceived, undermine our physical, mental, and moral readiness. The Marine Corps' policy on Prohibited Activities and Conduct (PAC), as detailed in MCO 5354.1E, 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 protest activity (to include supremacist activity); and unlawful discrimination on the basis of race, color, national origin, religion, sex (including gender identity) or sexual orientation are violations of a punitive general order. Such activities run counter to our core values and destroy unit cohesion, morale, trust and confidence. Nobody joined the Marine Corps to be harassed, assaulted, hazed, exploited, or treated unfairly.

It is the leadership's responsibility 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 a personal knowledge of any PAC violations 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, battalion EOR, or 3d Marine Division EOA. Those who are found guilty, as well as those who knowingly make false allegations, will be subject to disciplinary actions. In accordance with Marine Corps policy, anyone filing a complaint will not be subject to any form of reprisal.

3d Reconnaissance Battalion's EOR, Staff Sergeant Amadu Bah, can be reached at 625-2689 or 080-9852-4776 and via email at amadu.bah@usmc.mil. The EOA is available at 622-7654 or 080-1385-7178.

Facta, Non Verba – "Deeds, Not Words"


A. J. GOLDBERG

Lieutenant Colonel, United States Marine Corps

