



## Commanding Officer, Headquarters Battalion Prohibited Activity and Conduct Policy



The Marine Corps' is comprised of unique individuals with various talents seeking an opportunity to employ those talents for a greater good. Our success on the battlefield and in garrison during preparation, requires every individual to remain focused, proactive, and willing to contribute to solutions to complex problems that we will soon face. Counterproductive and disconcerting to our ethos and values are the presence of misogynistic, racist, homophobic/transphobic ideologies, and the fear of reprisal for reporting their presence. Marine Corps Order 5354.1F makes it blatantly clear that this type of activity will not be tolerated. In order to facilitate the dignity, care, and concern warranted by every member of this command, Headquarters Battalion personnel will have an understanding of what constitutes "Prohibited Activities and Conduct" (PAC) and the appropriate means to report occurrences.

The Battalion's approach to addressing PAC will rely on education and personal engagements within Line of Effort 1 (LOE 1) which is prevention. Sexual harassment, prohibited discrimination, harassment, hazing, bullying, dissident and protest activities, and wrongful distribution or broadcasting of intimate images collectively constitute PAC. Personal engagements are the most effective means to reach our Junior Marines and Sailors. By virtue of proximity and position, we will leverage the experience, maturity, and leadership abilities of our first echelon leaders to connect daily with our most junior Marines. While members of the command will be informed about PAC, there is still the potential for violations to occur whether intentional or by unfortunate circumstance. Reporting such incidents informs the command and can be done without fear of reprisal.

In the event PAC violations occur or are observed, we all have a duty and responsibility to report the incident. LOE 2 of the PAC order is response and lays out the two methods of reporting an incident without reprisal; Informal Resolution System (IRS) and Formal Complaint. IRS is intended to be utilized at the lowest level but if it exceeds the capability of lower level leaders, a Formal Complaint can be filed and will be addressed by the chain of command. In cases where guilt is determined and for the rare instances of knowingly false allegations are made, appropriate disciplinary actions will be taken in accordance with the UCMJ.

The Marine Corps, through approved accession processes, decides who is worthy of possessing the Eagle, Globe, and Anchor. No individual or group will employ self-prescribed rites of passages. We have to be cognizant of our environment ensuring detractors are not allowed to permeate our ranks and when they attempt to we are quick to report it. The Command Team and the Equal Opportunity Representative stand ready to assist either informally or formally.

Semper Fidelis,  
*B. M. Harvey*  
Brian M. Harvey  
Colonel, United States Marine Corps

### **Chain of Command**

The primary and preferred channel to prevent and respond to complaints of PAC.

### **Equal Opportunity Representative (EOR)**

An authorized source within the command to receive complaints on behalf of the commander.

### **Local Inspector General Office**

The primary avenue to submit complaints of retaliation