

Commanding Officer, Headquarters Battalion
Prohibited Activities and Conduct Response Policy



"Hazing is contrary to that which is most dear to Marines ... the ability to count on one another, to take care of one another, to be faithful to one another. Tradition in the Marine Corps has nothing whatsoever to do with hurting or humiliating each other. It has everything to do with Marines exhibiting mutual respect, a strength of character, and a willingness to sacrifice for one another.

--Gen. Charles C. Krulak



We've earned the title of Marine or Sailor, and the right to live and work in a climate of dignity, respect, and trust. Marines and Sailors will not undergo further rites of passage or initiation. The Marine Corps position on prohibited activities and conduct (PAC) is clear. Per MCO 5354.1E, 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 based on race, color, sex (including gender identity), or sexual orientation will not be tolerated.

Such conduct is counter to a Warfighting mindset, adversely affects Readiness, and is inconsistent with our Core Values.

We will proactively pursue a three-fold approach to combat PAC:

1) Engaged Leadership 2) Training and 3) Accountability:

-- **Engaged Leadership:** A command climate conducive to personal and professional growth is a leadership issue. Leaders at every level are charged with ensuring that our Marines, Sailors, and civilians are treated with dignity, care and respect. First-echelon leaders who are closest to the day-to-day actions of our personnel must remain vigilant for signs of PAC and will intervene, report and address them immediately. Every Marine is a leader and has the responsibility to ensure PAC does not occur under any circumstance.

-- **Training:** We must "sustain the transformation" through continuous values-based training that reinforces our institutional expectations for moral and ethical behavior. Values-based training is most effective at the small unit level through "hip-pocket" PME sessions and coaching by first-echelon leaders who embody our **Core Values**. Good leaders know that values are "more caught than taught."

-- **Accountability:** All members of this command will be held accountable to our Core Value of Honor – "The bedrock of our character. The quality that guides Marines to exemplify the ultimate in ethical and moral behavior... to respect human dignity; to have respect and concern for each other." (MCWP 6-11 *Leading Marines*)

Reporting:

- 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), as well as their responsibility to immediately report violations. Any individual who observes or has personal knowledge of PAC has two methods of seeking redress: Informal Resolution System (IRS) or Formal Complaint. IRS should be used to address the issue at the lowest level. If the issue cannot be resolved using IRS, a formal complaint can be filed using the chain of command. Those who are found guilty, and those who knowingly make false accusations will be subject to administrative or disciplinary action. No one who files a complaint will be subject to reprisal or retaliation.

Assistance is available through the Command Equal Opportunity Representative at DSN: 622-9063 and the Division Equal Opportunity Advisor, DSN: 622-7654 or cell 090-6861-1175.

Semper Fidelis,

Matthew R. Nation
Colonel, United States Marine Corps
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