



COMMANDING GENERAL'S POLICY STATEMENT ON PROHIBITED ACTIVITIES AND CONDUCT

The Marines and Sailors of 3d Marine Division are its most valuable warfighting assets. The effectiveness of this Division relies on the trust and teamwork shared between individual Marines, Sailors, and civilian members; regardless of grade or position. To maximize our warfighting ability we will take deliberate action to eradicate prohibited activities and conduct from our ranks.

Prohibited activities and conduct include:

- Abuse (hazing, bullying, ostracism, retaliation)
- Harassment (work place harassment, sexual harassment and harassment based upon race, color, religion sex ([including gender identity]), national origin, and sexual orientation)
- Wrongful distribution or broadcast of intimate images
- Certain dissident and protest activities (to include supremacist activity)
- Unlawful discrimination (race, color, religion, sex [including gender identity], national origin, and sexual orientation)

Prohibited activities and conduct in any form diminish us as an institution; they degrade our combat readiness and our ability to “fight tonight.” The CALTRAP Division must be free from personal, social, and institutional barriers that hinder anyone from achieving their full potential.

The chain of command is the primary and preferred channel for resolving alleged violations of prohibited activities and conduct. Leaders at every echelon have an obligation to ensure everyone understands informal resolution. Informal resolution enables individuals to address alleged unprofessional conduct and resolve interpersonal conflicts at the lowest appropriate level. Individuals may file a complaint alleging prohibited activities and conduct to the chain of command, Equal Opportunity Advisor (EOA), or the Inspector General Office. Commanders will ensure all prohibited activities and conduct complaints are promptly addressed in an impartial manner free from reprisal.

Every member of 3d Marine Division plays a vital role in mission accomplishment. It is our responsibility to ensure prohibited activities and conduct do not exist within our Division. Anything less runs counter to our core values and will not be tolerated.

Assistance is available from the Division EOA at DSN: 622-7654 or Cell +81 80 1385 7178.

**W. M. JURNEY
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COMMANDING GENERAL, 3D MARINE DIVISION**