



Commanding Officer's Prohibited Activities and Conduct (PAC) Policy



"We are an elite institution of warriors. It is our shared responsibility to ensure the continued health of our collective soul and identity. All Marines and Sailors will treat one another with dignity, care, and concern. We must all have a clear and common understanding of PAC and their corrosive effects on our institution in order to prevent and respond to them appropriately. We will take care of our Marines and Sailors to ensure all are mentally and physically equipped for the rigors of combat, and uphold our high professional standards of performance, conduct, and discipline."

-MCO 5354.1F, Marine Corps Prohibited Activities and Conduct Prevention and Response Policy

The Marine Corps is committed to maintaining a culture of dignity, respect, and trust in which all members of the organization are afforded equal treatment and opportunity to achieve their full potential based solely upon individual merit, fitness, intellect, and ability regardless of race, color, national origin, religion, gender identity, or sexual orientation. All Marines and Sailors will ensure that we cultivate an environment free from prohibited activities and conduct (PAC). CLB-11 is an elite institution of warriors, and we will not tolerate any conduct that demeans the dignity of another person, or fails to treat a fellow service member with the utmost dignity and respect.

The continued health of our collective soul and identity is everyone's responsibility, regardless of rank or position. I charge each of you, as leaders, to stop acts involving harassment (to include sexual harassment); unlawful discrimination and abuse (specifically, hazing, bullying, ostracism, retaliation); wrongful distribution or broadcasting of intimate images; and, certain dissident and protest activity (to include supremacist and extremist activity) or any other inappropriate behavior before it happens by setting the right climate within your section, and to ensure that complainants have legal protection from any and all forms of reprisal.

Anyone who engages in – or fails to actively counter - discrimination, harassment, or abuse of any kind is contributing to the problem and will be subject to administrative or disciplinary action.

Complaints of prohibited activities and conduct are treated seriously and handled promptly, fairly, and with respect for the individuals involved in accordance with the complaint process defined in the order. I will personally ensure all PAC complaints are immediately investigated and dealt with accordingly.

If you believe you have been subjected to discrimination, harassment, abuse or other inappropriate behavior, notify your chain of command or contact the Battalion Equal Opportunity Representative at (760) 763-1797.

All personnel within this command will be trained upon joining the command and annually thereafter in accordance with MCO 5354.1F.

An environment free from prohibited activities and conduct is critical to mission accomplishment, unit cohesion, and military readiness. Our ability to accomplish our mission magnifies significantly when we operate as an integrated team that capitalizes on individual strengths and skills. Discrimination in any form is adverse to mission accomplishment and will not be tolerated.

R. J. HILLERY

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