

Prohibited Activities and Conduct Prevention and Response



PAC Prevention and Response Mission Statement

Leaders at all levels of the command will create an environment where harassment; unlawful discrimination and abuse; wrongful distribution or broadcasting of intimate images; and dissident or protest activity are not tolerated, so that we create a culture that preserves dignity and promotes respect.

Prohibited activity and conduct can be crippling to a unit's morale, readiness, and individual safety. This type of activity is counter to our ethos, our Core Values and our goal of building **Camaraderie** and **Unit Cohesion**. We must maintain our professionalism and collectively create a climate that preserves dignity and promotes respect and trust among our Marines, Sailors, and Federal Civilians.

The parties involved in any alleged unprofessional conduct or interpersonal conflict are encouraged to attempt to resolve the matter through informal resolution and effective communication prior to initiating a report. This process provides an opportunity to resolve conflicts at the lowest appropriate level.

Reports may be made to any person in the chain of command; to any Inspector General; to any Equal Opportunity Representative or Equal Opportunity Advisor; and to any law enforcement officer. All allegations must subsequently be reported to me, and I will treat every allegation in good faith and thoroughly investigate and appropriately adjudicate. Substantiated incidents of prohibited activities and conduct will be documented, and those who engage in such activity will be subject to punishment under the Uniform Code of Military Justice or appropriate administrative action.

We must continue to increase awareness of inappropriate behaviors through proper training, while also facilitating the appropriate and responsive care and services for those Marines, Sailors, and Federal Civilians adversely impacted by this type of activity. This includes preserving the integrity of the process by protecting those engaging in protected communication from reprisal or retaliation. We will also safeguard the integrity of the reporting process by ensuring accountability with respect to individuals who make a false complaint.

The Headquarters Battalion Equal Opportunity Representative has direct access to me for all prohibited activity and conduct matters and is responsible for providing advice to leaders in receipt of a report of such activity. Treat every member with dignity and respect - **Mission First, People Always!**

Lieutenant Colonel Nathan M. Rollins
Commanding Officer, Headquarters Battalion
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