



## COMMANDING OFFICER 10TH MARINE REGIMENT PROHIBITED ACTIVITIES & CONDUCT POLICY



**Reference:** MCO 5354.1G Marine Corps Prohibited Activities and Conduct (PAC) Prevention and Response Policy

### **Tenth Marines,**

Prohibited Activities and Conduct (PAC) prevention is a **priority**. MCO 5354.1G identifies the punitive provisions as harassment, bullying, hazing, sexual harassment, and prohibited discrimination. These activities are contrary to good order and discipline, violate our core values, and undermine unit cohesion.

PAC violations damage the trust that is the bedrock of our unit's success. Commanders will ensure that they establish climates that foster positive, professional and effective relationships between junior and senior Marines and Sailors. We must ensure that any conduct that stains the legacy of our Corps gains no foothold in 10th Marines.

All Marines, Sailors, and civilians within 10th Marines will understand the contents of the PAC order and conduct themselves in accordance with it. Members of this unit at every level can **immediately report PAC violations without fear of retaliatory actions**. Furthermore, none of our leaders will by act, word, commission, or omission, condone or ignore PAC violations that occur within their commands. The unit's Equal Opportunity Advisor is the primary point of contact for reporting PAC violations.

The Command will review all allegations of PAC violations and act in an appropriate, timely, and aggressive manner. Trust and integrity are essential traits of any successful organization. Any knowingly false accusations are also a violation of this policy and will be subject to administrative and/or disciplinary action.

I charge leadership at all levels to foster an environment free of discrimination and harassment in any form. Establishing and prioritizing a positive command climate will strengthen the 10th Marines team and facilitate our ability to develop, promote, and retain our best Marines and Sailors based on merit, fitness, and potential. Any **PAC violations** are inconsistent with our Core Values, undermine our fitness and resiliency, and **will not be tolerated**. Men and women seek to join the Marine Corps to be part of the "few and the proud". We must sustain this legacy through fair and just conduct to all those with whom we serve.

W. R. SOUCIE  
Colonel, United States Marine Corps