

# Policy Statement on Prohibited Activities and Conduct



The Marines, Sailors, and civilians of 5th ANGLICO are our most valuable assets as a Company and family. We must protect them from unfair and biased treatment and give everyone the opportunity to achieve their full potential based solely upon individual merit, fitness, intellect, and ability. We belong to a Corps that prides itself on being the most ready when the nation is the least ready. The command's climate and culture are inextricably linked to our readiness. Each of us, regardless of rank, position, or experience, play a role in keeping a positive environment, upholding the standards of professional conduct, and preventing prohibited activities that are detrimental to our mission.

The Marine Corps' policy on Prohibited Activities and Conduct (PAC), as detailed in MCO 5354.1F, is clear and simple: harassment (to include sexual harassment); abuse (specifically, hazing, bullying, ostracism, or retaliation); wrongful distribution or broadcasting of intimate images; certain dissident protest activity (to include supremacist activity); and unlawful discrimination on the basis of race, color, national origin, religion, sex (including gender identity) or sexual orientation are all violations of a punitive general order. Whether the conduct is real or perceived, the actions threaten to adversely affect our ability to carry out our assigned mission and will not be accepted within 5th ANGLICO, regardless of when or where they occur. Such activities run counter to our core values and destroy unit cohesion, morale, trust, and confidence. Nobody joined the Marine Corps to be harassed, assaulted, hazed, exploited, or treated unfairly.

Additionally, no one will engage in, or consent to, any PAC violations being committed upon themselves. Any individual who observes or has knowledge of any PAC violations has two methods of seeking redress: Informal Resolution or Formal Complaint. If Informal Resolution does not resolve the issue, a Formal Complaint can be made using the Chain of Command, Company EOR, or III MEF EOA. Those who are found guilty, as well as those who knowingly make false allegations, will be subject to disciplinary actions. Per Marine Corps policy anyone filing a complaint will not be subject to any form of reprisal.

It is the leadership within the command's responsibility to ensure that all personnel understand the Marine Corps policy on PAC, how to contact the appropriate Equal Opportunity Representative (EOR) or Equal Opportunity Advisor (EOA), and their responsibility to immediately report violations. Help is available through the III MIG EOR, command EORS or III MEF EOA. 5th ANGLICO's Equal Opportunity Representative, is SSgt Kyle Palm at 623-1450.

A handwritten signature in black ink, appearing to read "M. R. Ashton".

M. R. ASHTON

Lieutenant Colonel, U.S. Marine Corps  
Commanding Officer  
5th Air Naval Gunfire Liaison Company