



## 3d Intelligence Battalion Commanding Officer's Policy on Prohibited Activities and Conduct



Trust is a fundamental contributor to the historical success of the Marine Corps. Trust is the foundation of our esprit de corps. We trust that the Marine, Sailor, or Civilian to our left and right is fully willing and able to stay the course, do what is right for the right reasons, and accomplish the assigned mission. Trust is the first casualty of abuse, discrimination, and harassment.

We are one team. I charge you to treat each member of our team with the respect, dignity and the fairness they deserve. Conduct involving abuse (hazing, bullying, ostracism, retaliation); harassment (to include sexual harassment); wrongful distribution or broadcasting of intimate images; certain dissident and protest activity (to include supremacist activity); and unlawful discrimination, based on race, color, national origin, sex (including gender identity), or sexual orientation are all Prohibited Activities and Conduct (PAC). MCO 5354.1E is punitive and any violations will be subject to judicial or non-judicial action under the Uniformed Code of Military Justice.

Those who violate our Core Values by participating in or advocating prohibited activities are attacking our unit cohesion, our trust in each other, and are eroding our ability to accomplish our mission. This type of behavior will not be tolerated. All PAC violations will be investigated and addressed quickly and thoroughly and appropriate disciplinary actions will be taken.

Equal opportunity is a leadership issue and it is the responsibility of every member of this Battalion. Anyone who believes he or she has been discriminated against, harassed, or witnesses such behavior has the responsibility to take action. I ask that victims and witnesses of any PAC violations to either attempt use of informal resolution (IR) or to file a formal complaint to highlight and discuss the offense when appropriate. Swift and tactful response is often effective to remedy the situation. When victims feel that the IR is not effective, feel uncomfortable confronting the offender, or feel the offense is too heinous for individual resolution, I encourage swift reporting via the chain of command/Request Mast, or our Unit's Equal Opportunity Representative (EOR). However, whether IR or formal complaint process is used, I must be kept informed.

For additional information on the policies, procedures, responsibilities and standards by which all Marines will be treated, refer to MCO P5354.1E w/AdminCH - Marine Corps Prohibited Activities and Conduct Prevention and Response.

We must trust each other in garrison and in a tactical environment. That trust must be built on dignity and respect toward each other. It defines us as a disciplined fighting force, separates us from our enemies, and is what our Corps and Nation expect.

Respect and take care of each other.

Semper Fidelis,

W. E. DeLeal  
Lieutenant Colonel, USMC  
Commanding Officer