



## COMMANDING OFFICER, 10TH MARINE REGIMENT PROHIBITED ACTIVITIES AND CONDUCT POLICY STATEMENT



Prohibited Activities and Conduct (PAC) prevention is a priority in 10th Marines. MCO 5354.1F identifies PAC violations as sexual harassment, prohibited discrimination, harassment, hazing, bullying, dissident and protest activity and wrongful distribution of intimate images. 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 of habit which stains the legacy of our Corps gains no foothold in 10th Marines.

All Marines, Sailors, and civilians within 10th Marines will know the PAC Order and conduct themselves in accordance with it. Marines and Sailors at every level will immediately report PAC Order violations without fear of retribution or reprisal. Furthermore, none of our leaders will by act, word, commission, or omission, condone or ignore PAC violations that occur within their commands. A unit's Equal Opportunity/PAC Officer is the primary point of contact for reporting PAC violations.

The Command will investigate any allegations of PAC violations 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 policy and likewise subject to administrative and/or disciplinary action.

I charge leadership at all levels to foster an environment free of discrimination, harassment in any form and all other PAC behaviors. 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 character. Unlawful discrimination, harassment, hazing, bullying, and other 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 because they want to be part of "the few and the proud." We must sustain this legacy through fair, equitable, and just conduct to all those with whom we serve.

A handwritten signature in black ink, appearing to read "D. H. Ickles".

D. H. ICKLES  
Colonel, United States Marine Corps