



COMMANDING OFFICER
2D FORCE STORAGE BATTALION
Prohibited Activities and Conduct (PAC)



Policy Statement

Our mission requires mutual trust that can only exist in an organization where every individual works in an environment free of reprisal/retaliation, and is treated with respect and dignity - regardless of race, color, gender, religion, age, gender identity or national origin. Any form of discriminatory conduct or harassment, to include sexual harassment, hostile work environment, or any other prohibited activities or conduct that degrades the dignity of another person is incompatible without Core Values of Honor, Courage and Commitment and will not be tolerated. This also includes actions that implicate hazing, bullying, ostracism, wrongful distribution or broadcasting of intimate images, or that indicates active participation in supremacist or extremist organizations or criminal gangs. Behavior of this type can quickly erode unit cohesion and negatively impact morale. All personnel have a duty to report any actual, suspected, or alleged incident of prohibited activities and conduct. I demand that all military and civilian personnel of the battalion take immediate and appropriate action when any form of discrimination is brought to your attention and intervene to stop prohibited activities and behaviors.

We must ensure that optimal conditions exist for each member of our diverse team to succeed. As your Commanding Officer, it is my responsibility to ensure that your ability to succeed and to accomplish your mission is not hindered in any way by the prejudice or bias of others. I take this responsibility seriously and demand that each of you familiarize yourself with the Marine Corps' Policy on Prohibited Activities and Conduct, this statement and the complaint process. I am committed to fostering an environment with fair, impartial, and unbiased treatment to all. I expect/demand this attitude throughout this battalion. Let me emphasize:

- Discrimination, harassment, hazing, bullying, ostracism, nor retaliation/reprisal will not be tolerated.
- Maintaining the dignity of every person in the command is a bedrock principle of my ethos, and I will not accept nothing less.

All reports of misconduct will be taken seriously, promptly investigated, and handled with the utmost professionalism, dignity, and fairness. Any substantiated incident or violation of this policy or those willfully submitting false allegations will result in administrative or punitive action.

We must strive to solve complaints at the lowest level, using the chain of command. In cases of inappropriate comments or behavior, that are not criminal in nature, the preferred method is through the Informal Resolution System. Any member of the battalion who believes that he/she has been a victim of unlawful discrimination, harassment, or reprisal are encouraged to report the incident without fear or reprisal.

Marines and Civilian Marines must have an opportunity to contribute to the success of our mission while growing in a professional environment. Developing trust among members of the battalion throughout all the workspaces that fosters an atmosphere of teamwork should be a goal of every member of this battalion.

Semper Fidelis,

T. C. FRETWELL
Lieutenant Colonel, U.S. Marine Corps
Commanding Officer