



MARINE FORCE STORAGE COMMAND

Prohibited Activities and Conduct (PAC) Policy Statement



Our mission requires mutual trust that can only exist in an organization where every individual is treated with dignity and respect - regardless of race, color, gender, religion, age, or national origin. Any form of harassment, bullying, hazing, discrimination, sexual harassment, or any other prohibited activities or conduct that degrades the dignity of another person is incompatible with our Core values of Honor, Courage and Commitment and will not be tolerated. 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 command take immediate and appropriate action when any form of prohibited activities and conduct is brought to your attention.

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 MCO 5354.1G, this statement and the complaint process. I am committed to fostering an environment with fair, impartial, and unbiased treatment to all. I expect this attitude throughout this Command. Let me emphasize:

- Discrimination, harassment, hazing, bullying, ostracism, retaliation, nor reprisal will be tolerated.
- Maintaining the dignity of every person in the command is a bedrock principle of my ethos, and I will 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. When appropriate, the Conflict Management Process will be utilized. Any member of the command who believes that he or she has been a victim of unlawful discrimination, harassment, or reprisal are encouraged to report the incident without fear of reprisal.

No matter where you are stationed throughout the globe, all 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 all members of the command that supports an atmosphere of teamwork should be the goal of every member.

Semper Fidelis,

S. L. DUBOW

Colonel, U. S. Marine Corps
Commanding Officer, Marine Force Storage Command