

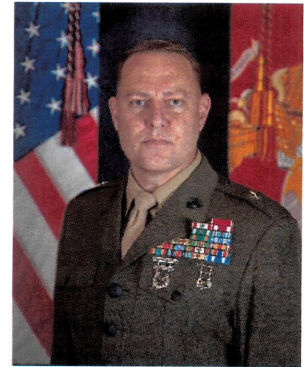


Commanding General's Policy on Prohibited Activities and Conduct



The Marines, sailors, and civilian employees of Force Headquarters Group (FHG) continue to engage challenges and effectively achieve the mission time and time again. We achieve this, in part, by maintaining a professional environment that promotes dignity and respect among all members. We continue to promote an environment where each member can achieve his or her maximum potential and receive fair and equitable treatment.

To maintain this environment, each member must be vigilant in maintaining awareness of and combatting the adverse behaviors collectively referred to as Prohibited Activities and Conduct (PAC). These behaviors erode morale, undermine our core values, and negatively impact our most valuable asset, our people. PAC includes bullying, dissident and protest activity, harassment, hazing, prohibited discrimination, sexual harassment, and wrongful distribution or broadcasting of an intimate image. Anyone who engages, attempts to engage, or solicits to engage in these behaviors will be dealt with swiftly and may be subject to disciplinary or administrative action.



I direct all personnel, regardless of rank, to become familiar with the Marine Corps PAC order and seek further guidance from the Equal Opportunity Advisor (EOA) whenever necessary. All members will be trained to identify, prevent, and properly respond as an ongoing effort to eliminate these behaviors from our organization. All members have a duty to not engage in PAC themselves, but also to report these behaviors when identified. Reports can be made through the chain of command, the unit Equal Opportunity Representative (EOR), or the FHG EOA. Commanders will seek out guidance from their legal advisors and EOAs to ensure proper action is taken, whether the complaint is dismissed or accepted for either conflict management or complaint resolution.

Though it is not mandatory, I highly encourage all members to actively participate in the command's periodic command climate assessment. This process is not only a preventative tool for combatting PAC but is also an opportunity for members to take an active role in improving the command climate.

For additional assistance or program information, contact the unit EOR or the FHG EOA.

Mark A. Cunningham
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Commanding General
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