



**COMMANDER'S  
PROHIBITED ACTIVITIES  
AND CONDUCT  
POLICY STATEMENT**



**Marines and Sailors of Intelligence Support Battalion**

**Prohibited discriminatory and harassment practices within the Marine Corps are counter-productive, unacceptable, and will not be tolerated. The Marine Corps will maintain a culture of dignity, care, and concern in which all members of the organization are afforded equal treatment and opportunity to achieve their full potential based upon individual merit, fitness, intellect, and ability. All Service members will cultivate an environment free from PAC.**

**-Marine Corps Order (MCO) P5354.1F**

Intelligence Support Battalion (ISB) will provide an environment in which all members of the Command are ensured the opportunity to realize their highest potential during their military service. A person's full potential can only be achieved when he/she is treated fairly and equitably at all times. This must be done without regard to race, color, sex, national origin, religion, age, or physical handicap or disability. Discrimination and sexual harassment erode trust, disrupt teamwork, and contribute to a toxic work environment. There is no place in this Battalion for discrimination or harassment, and such conduct will not be condoned or tolerated.

Prohibited activities and conduct (PAC) are destructive forces that disable our warfighting ability. MCO 5354.1F outlines prohibited activities and conduct as hazing, bullying, harassment, sexual harassment, and prohibited discrimination. All ISB personnel are expected to perform their duties without discrimination and to show mutual respect for others. Discrimination by act or interference, to include the use of disparaging terms, will not be tolerated. Similarly, all Marines and Sailors are responsible for developing and sustaining a healthy command environment within ISB that promotes teamwork and respect amongst professionals.

Any victim of harassment or discrimination shall be given the opportunity to seek redress without interference by anyone in this Command. Personnel should review guiding Marine Corps policy, MCO P5354.1F, for all details and resources to resolve complaints – informal (expeditious and less command involvement), formal (more command involvement), or anonymous (telephonic or electronic). Both the complainant and the accused have the right to appeal the decision of a formal complaint.

If you observe a violation of the PAC policy, have the courage to intervene and immediately report the incident. If you feel that you have been the victim of harassment or discrimination, please to seek guidance and assistance. The Battalion Equal Opportunity Representative is Master Sergeant Tanner M. Gates, who can be contacted at (504) 697-7285, (540) 446-6029, or [tanner.gates@usmc.mil](mailto:tanner.gates@usmc.mil). The FHG Equal Opportunity Advisor is Master Sergeant Kevin M. Thompson. He can be contacted at (504) 697-8155, (504) 239-7584, or e-mail: [kevin.m.thompson@usmc.mil](mailto:kevin.m.thompson@usmc.mil).

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