



4TH AIR NAVAL GUNFIRE LIAISON COMPANY PROHIBITED ACTIVITIES AND CONDUCT, HAZING, AND EQUAL OPPORTUNITY POLICY

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. -MCO 5354.1F

We treat our Marines and Sailors as our brothers and sisters in arms. Equal Opportunity is a leadership issue that promotes teamwork in the work environment and contributes to our mission accomplishment and success in combat. Every small unit in 4th ANGLICO has a leader responsible for this leadership issue.

Zero tolerance. All Marines and Sailors in 4th Air Naval Gunfire Liaison Company must understand that acts of harassment, sexual harassment, bullying, hazing, stalking, prohibited discrimination, dissident and protest activities, wrongful distribution or broadcasting of an intimate image, retaliatory actions, or any action that *demeans the dignity of another person will not be tolerated*. Any word or action that reflects prejudice based on race, color, national origin, religion, sex (including pregnancy), or sexual orientation is *unacceptable*.

Actions can be through the conflict management or formal resolution process. All complaints or allegations of a prohibited activity or conduct (PAC) violation will be taken seriously and should be reported so that they may be addressed. Your primary means of reporting are your chain of command, the Equal Opportunity Representative (EOR), or the Equal Opportunity Advisor (EOA) at Force Headquarters Group. All allegations of a PAC violation can be reported utilizing the MPE Advice Line, NCIS website, or NAVMC 11512. PAC violations include punitive provisions and action will be taken to address and eliminate these behaviors.

Any alleged case involving a PAC violation is serious. False allegations are equally serious. All acts of PAC violations and false allegations will receive immediate command attention. Any retaliation because of a complaint will not be tolerated. If you believe you have been the victim of retaliation, notify your chain of command or the EOR immediately.

Expectations. We expect all hands to adhere to the highest standards of personal conduct. We expect to treat each other with dignity and respect to ensure our work environment remains professional, productive, and free of discrimination.

A handwritten signature in black ink, appearing to read "B. M. Busch".

B. M. BUSCH
Lieutenant Colonel, USMCR
Commanding Officer

A handwritten signature in black ink, appearing to read "W. F. Dammin".

W. F. DAMMIN
Lieutenant Colonel, USMC
Inspector-Instructor

A handwritten signature in black ink, appearing to read "M. D. Younger".

M. D. YOUNGER
Sergeant Major, USMCR
Senior Enlisted Advisor

A handwritten signature in black ink, appearing to read "A. R. Montano".

A. R. MONTANO
First Sergeant, USMC
Inspector-Instructor Senior Enlisted Leader