



## COMMANDER' S

# PROHIBITED ACTIVITIES AND CONDUCT

## POLICY STATEMENT

To **Build Effective Teams** ready for any crisis or contingency, we must draw from the broadest possible pool of talent. Every Marine and Sailor in this battalion will be afforded the opportunity to excel based on their merit, performance, and—most importantly their **Character**. **Prohibited discrimination** based on factors such as race, color, religion, sex, age, national origin, or sexual orientation is unlawful, undermines our effectiveness, and runs counter to our core Foundations. Such discrimination has no place within the Super Breed and will not be tolerated.

While our individual identities make us unique, our common bond is forged through our shared commitment to a **Warrior Culture & Mindset**. This shared identity is our greatest strength, and it is enriched by our diverse backgrounds. Behaviors that erode this bond, such as **hazing, bullying, or harassment** of any kind, are direct attacks on our team and will be met with decisive action. We will instead foster a climate of mutual trust and respect, creating the shared understanding and cohesion necessary to outpace any enemy. This is how our tightly knit family will come together to fight and win in any clime and place.

Upholding this standard is a matter of leadership and **Accountability**. While our Equal Opportunity coordinators are charged with education and navigating the reporting process, every leader has a non-negotiable duty to enforce a command climate free of **sexual harassment** and all other forms of misconduct. When standards are not met, it is our **Discipline** that will compel us to choose the hard right and intervene. All complaints will be treated with the urgency and seriousness they deserve and will be resolved with full transparency to maintain the Trust that is critical to everything we do.

The Equal Opportunity Coordinator for 1st CEB is 1stLt Heckenkamp, who can be reached at 262-465-4370 or [jocelyn.a.heckenkamp.mil@usmc.mil](mailto:jocelyn.a.heckenkamp.mil@usmc.mil).

K. P. McCarley

Lieutenant Colonel, U.S. Marine Corps

Commanding Officer

*Engineers Up! Hell Yeah!*