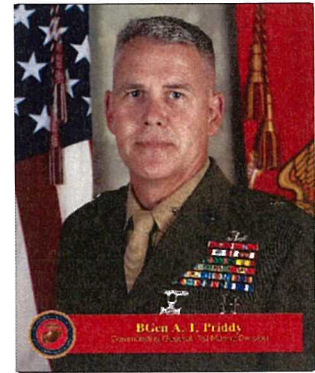


Prohibited Activities and Conduct and Response Policy Statement

Every Marine, Sailor, and civilian of the 1st Marine Division serves an essential role in the accomplishment of our mission. You will be treated with respect and provided full and equal opportunity for personal and professional development, growth, and success. Bias based on race, color, gender, religion, sexual orientation, or national origin has no place in our Division and will not be tolerated. Equal opportunity is at the very heart of our warrior culture. It is a mindset in which every Marine and Sailor is given the same opportunity to contribute and thrive based on their individual merit and skill.



Prohibited Activities and Conduct (PAC) are incompatible with our Core Values. The following five behaviors are strictly prohibited and are punitive in nature: hazing, sexual harassment, harassment, discrimination, and bullying. These actions crush individual spirit and initiative, corrode unit cohesion, and undermine mutual trust and confidence. The effects of these actions are often directly tied to additional self-destructive behaviors by the victim. Ultimately, these behaviors destroy small units, degrade our warfighting readiness, and place our Marines and Sailors at risk at home and in combat.

I expect every Marine and Sailor in the 1st Marine Division to:

- Treat all Marines, Sailors, and civilians with decency, dignity, and respect.
- Live our Core Values of Honor, Courage, and Commitment on and off duty.
- Have trust and confidence that you will advance and succeed based on your individual character, proficiency, and conduct.
- Intervene when required. There is no such thing as an innocent bystander or a willing victim.

Command climate and culture are critical elements of combat readiness. Commanders are responsible for the climate of their organizations and will foster an environment of zero tolerance for prohibited activities. A well-known correlation exists between prohibited activities and the vulnerability of new Marines and Sailors integrating into a unit. Therefore, Commanders will intentionally discuss these prohibited activities with all new-joins and subordinates at least once a quarter. Any allegations related to these punitive provisions will trigger a thorough, fair, and timely investigation. Corrective actions must be meaningful, appropriate, and swift.

The chain of command is the primary and preferred channel for addressing discriminatory practices and communicating equal opportunity issues. Other authorized methods to resolve complaints include Request Mast and informal resolution. For additional information, resources, and assistance, personnel should contact the Division Equal Opportunity Advisor.

The Marine Corps' legacy is built on unyielding trust and teamwork. The continued success of the 1st Marine Division, I MEF, the Marine Corps, and our great Nation depends entirely upon you and your commitment to the fair and impartial treatment of every member of our team.

A handwritten signature in black ink that reads "A. T. Priddy".

ANDREW T. PRIDDY

Brigadier General, U.S. Marine Corps
Commanding General, 1st Marine Division