



Commanding Officer 3d Battalion, 11th Marines

Equal Opportunity / Prohibited Activities and Conduct / Hazing 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 based upon individual merit, fitness, intellect, and ability. All Service members will cultivate an environment free from PAC. -MCO 5354.1F

Purpose. To publish the policy on discrimination and harassment while reinforcing the Marine Corps' Order with respect to Prohibited Activities and Conduct (PAC).

Commander's Intent. Every Marine and Sailor will be treated with dignity and respect—no exceptions. We lead by example and prepare our people for combat demands. Small-unit leaders are our foundation for preventing inappropriate behavior and our first line of defense against actions that compromise readiness. Small-unit leaders are our foundation for preventing inappropriate behavior. You are our first and most critical line of defense against actions that compromise our readiness and our people. **Bullying, hazing, sexual harassment, distribution of intimate images, and extremist behavior destroy unit cohesion and warfighting capability.** We will not target any Marine or Sailor—especially new members who earned their place through entry-level training. Leaders who exert inappropriate influence instead of proper leadership undermine national trust and dishonor our Corps. **Avoid placing Marines, Sailors, or yourself in compromising situations.** We accomplish our mission through disciplined leadership, unwavering standards, and mature leaders who understand that dignity and respect demonstrate strength. **Our success depends on protecting every Marine to maintain our fighting edge.**

Policy. PAC order violations are a detriment to our climate and are not in keeping with our core values. Marines and Sailors have already validated their commitment to our Corps and country through the rigors of recruit training. Therefore, no additional initiation events are necessary or permitted. No Marine is authorized to haze, bully, intimidate, belittle, initiate, or demean by word (to include electronic means) or action. Any violation or attempted violation of this policy or elements of the Marine Corps' PAC Order subjects those involved to disciplinary or administrative action under the Uniform Code of Military Justice (UCMJ). Leaders at all levels, regardless of position, will enforce this policy through personal example, leadership, and education. Specific activities typically associated with the cannon artillery community include forcing individuals to drink swab water, "rolling" individuals on the gunline, taping Marines to a cannon tube, or adopting "boot-camp inspections" during field day. These examples are often falsely portrayed as unit traditions, but they are categorical examples of hazing, violations of the PAC order, and are not authorized.

POC. The Battalion's Equal Opportunity Representatives are the primary points of contact for all PAC-related questions. The unit chain of command is charged with reporting all potential violations of the PAC order.

D. M. LITTLEJOHN
Lieutenant Colonel, USMC
3d Battalion, 11th Marines

THUNDER – ANSWER THE CALL!