



11TH MARINE REGIMENT
1st Marine Division



**Commanding Officer's
Prohibited Activities and Conduct
Policy Statement**

Prohibited Activities and Conduct (PAC) prevention is a priority in 11th Marines. MCO 5354.1F identifies PAC violations as sexual harassment, prohibited discrimination, harassment, hazing, bullying, dissident and protest activity, and wrongful distribution of intimate images. These activities are contrary to good order and discipline, violate our institutional code of honor, and undermine unit cohesion.

PAC violations damage the trust that is the bedrock of unit success. Commanders will ensure that they establish climates that foster positive, professional, and effective relationships between junior and senior Marines and Sailors. We must ensure that any conduct or habit which stains the legacy of our Corps gains no foothold at 11th Marines.

All Marines, Sailors, and civilians within 11th Marines will know the PAC Order and conduct themselves in accordance with it. Marines and Sailors at every level will report violations of the PAC policy immediately, without fear of retribution or reprisal. Furthermore, none of our leaders will, by act, word, commission or omission, condone or ignore PAC violations that occur within their command. A unit's Equal Opportunity/PAC Officer is the primary point of contact for reporting PAC violations.

The Command will investigate any allegations of PAC violations in an appropriate, timely, and aggressive manner. Trust and integrity are essential traits of any successful organization. Any knowingly false accusations are also a violation of policy and will likewise be subject to administrative and/or disciplinary action.

I charge leadership at all levels to foster an environment free of discrimination, harassment in any form, and all other PAC behaviors. Establishing this positive climate will strengthen the 11th Marines team and facilitate our ability to develop, promote, and retain our best Marines and Sailors based on merit, fitness, and character. Unlawful discrimination, harassment, hazing, bullying and other PAC violations are inconsistent with our Corps Values, undermine our mental and moral endurance, and will not be tolerated. Civilians join the Marines because they want to be part of "the few and the proud." We must sustain this legacy through fair, equitable, and just conduct to all those with whom we serve.

SEMPER FIDELIS,

P. F. ELDRIDGE
COMMANDING OFFICER