

COMMANDING OFFICER'S PROHIBITED ACTIVITIES AND CONDUCT POLICY

15 June 2023

The Marines and Sailors of this command are a family. We are sisters and brothers in the profession of arms – striving for the relentless pursuit of perfection. We focus on combat readiness, developing leaders, the whole Marine concept, fundamental execution, and being professionals in all we do. **To have mutual trust throughout the organization, we must treat each other with dignity and respect, regardless of race, color, national origin, religion, sex, gender identity, or sexual orientation.** If we fail to do that, we break faith with the family, betray each other, our heritage, and the American people who entrust us with the protection of this country.

I expect and require every member of this command to hold yourself to the highest standards of conduct while treating everyone equally.

MCO 5354.1F outlines the Marine Corps Prohibited Activities and Conduct (PAC) Prevention and Response Policy:

- Prohibited activities and conduct include harassment (to include sexual harassment); unlawful discrimination and abuse (hazing, bullying, ostracism, retaliation); wrongful distribution or broadcasting of intimate images; and certain dissident and protest activity (to include supremacist activity)
- Prohibited activities and conduct perpetrated through electronic communications and social media, as well as in person and through other means are subject to non-judicial or judicial action under the Manual for Courts-Martial and the Uniform Code of Military Justice.
- Supervisors and leaders shall cultivate a climate of dignity, respect, and trust within their department, division, and/ or shop. They will establish the benchmark of appropriate behavior by modeling and incorporating such behaviors into their daily practices.
- All complaints alleging prohibited activities and conduct shall be addressed with impartiality, fairness, and urgency.

Families take care of each other and look out for one another. **Every individual in this command is responsible for their conduct both on and off duty, in person and in digital form – our conduct shall always be above reproach.** People are our most important asset; our commitment, dedication, and respect for one another will have long lasting impacts on our combat readiness.



Lieutenant Colonel Andrew M. Baxter
Commanding Officer, Marine Heavy Helicopter Squadron 465