



Commanding Officer
Marine Wing Support Squadron 373
Prohibited Activities and Conduct (PAC)
Prevention & Response Policy



Military Equal Opportunity (MEO) is an important function in this command. Collectively, we will establish a work environment which is free from prohibited discriminatory and harassment practices. Prohibited activities include the following: **bullying, dissident and protest activities, harassment, hazing, discrimination, sexual harassment, wrongful distribution or broadcasting of an intimate image, reprisal, ostracism, maltreatment, and retaliation.** Bottom line, **these actions are counter-productive, are unacceptable, and will not be tolerated.** Failure to adhere to this policy is punitive in nature and punishable under the Uniformed Code of Military Justice. Professionals do not participate or condone these types of behaviors.

Marines and Sailors are absolutely expected to treat one another with the utmost dignity and respect. There are plenty of enemies, bad actors, and adversaries around the world. We do not need or want an insider threat who destroys our cohesiveness, camaraderie, and teamwork that we enjoy. We gain strength, power, and trust when we all promote a climate that preserves dignity and respect for our Marine and Navy team. **We all must be able to quickly identify and report any activities that are socially, morally, and organizationally considered intolerable and corrosive in nature.** We must always be on watch.

The prohibited activities listed above in bold are fundamentally inconsistent with our core values and ethos. Furthermore, they are completely against any manners, classes, courses, and training sessions that we have received from a young age until today. Our team must be acutely aware and ready to swiftly report any prohibited activities. Failure to take immediate action allows it to fester, grow, and plague our combat effectiveness. Much like we have learned at a young age; **keep your hands to yourself, if you do not have anything nice to say then don't say anything at all and treat others like you would like to be treated** are all simple life rules that are timeless and universal in nature.

In order for us to fully eradicate this from our Corps, we must show and give respect, it is mutual from one person to another. We must report and take these issues head on. **As a command we will provide training to prevent such actions, respond swiftly to any allegations, process them accordingly, and support those that have been negatively affected.** All service members of this command can utilize the PAC complaint process. Avenues to initiate a complaint are through your immediate chain of command, Equal Opportunity Representative (EOR), Equal Opportunity Advisor (EOA), or anonymously via an online submission or hotline.

Together as a team, is the only way we will be successful, and all members of the Squadron make up the team. The command needs your assistance, I am directing that you fully support the provisions within the PAC Prevention and Response Order and so do your fellow Marines and Sailors.

If your Marine or Sailor can not trust you in garrison, how can they trust you in combat?


Steven B. Dodson