



PROHIBITED ACTIVITIES AND CONDUCT HEADQUARTERS AND SUPPORT BATTALION MARINE CORPS INSTALLATIONS-EAST MARINE CORPS BASE CAMP LEJEUNE



The Marine Corps has built a proud legacy of accomplishments that we are expected to carry on. That legacy does not include behavior characterized by intolerance, discrimination, or harassment, which is contrary to our Core Values of Honor, Courage, and Commitment, and negatively impacts combat readiness and cohesiveness. As brothers and sisters in arms in a demanding and lethal profession, always remember that our lives depend on each other and that there is no “off duty” when it comes to taking care of one another. We will not discriminate based on race, color, national origin, sex (including pregnancy), religion, gender identity or sexual orientation; each member of this Battalion deserves to be treated with dignity and respect. Remember the “Golden Rule”: treat others as you wish to be treated.

Prohibited Activities and Conduct (PAC) include the following behaviors: harassment (to include sexual harassment), unlawful discrimination, hazing, bullying, wrongful distribution or broadcasting of intimate images, and certain dissident and protest activity (to include supremacy activity). These types of behavior will NOT be tolerated.

We will take deliberate actions necessary to prevent and respond to PAC. Anyone involved in or third parties who ignore or condone any prohibited activities and conduct may be subject to disciplinary and/or adverse administrative actions. PAC complaints may be addressed through various methods:

- Conflict management, which resolves interpersonal conflicts at the lowest appropriate level;
- Complaint resolution, which initiates a command investigation; or
- For Sexual Harassment: Service members have the right to make a confidential report to the MCI-East Equal Opportunity Advisor (EOA). The EOA can be reached at 910-451-1850.

All violations of this policy may be reported through your chain of command, the MCI-E EOA, MCI-E IG Hotline: 910-451-3928, or the Inspector General of the Marine Corps (IGMC) HOTLINE: (866) 243-3887.

Victims and/or witnesses will be afforded the opportunity to seek help and have access to appropriate services to help cope with the incident. Victims and/or witnesses of alleged incidence are protected from facing reprisal, intimidation, or retaliation as a result of reporting such incidence. Those who experience reprisal, intimidation, or retaliation have the right to make a complaint to the IGMC.

All personnel who have knowledge of alleged incidence shall inform the Commanding Officer and Sergeant Major using the appropriate chain of command. It is the responsibility of the leaders to cultivate a climate and culture of dignity, respect, and trust and to establish the benchmark of appropriate behavior in their daily personal conduct. Leadership will inspire confidence by responding to complaints with impartiality, fairness, and urgency.

B. D. LAPOINTE
Colonel, U.S. Marine Corps
Commanding Officer