



1st LAAD Battalion

Commanding Officer's Prohibited Activities and Conduct (PAC) Prevention and Response Policy

1 October 2022

1st LAAD Battalion's Command Philosophy is clear in how this unit approaches all elements included in MCO 5354.1F, the order for Marine Corps Prohibited Activities and Conduct.

This battalion is a team built on the foundation of **WE**. Bullying, hazing, harassment, and any discriminatory practice is destructive not only to the victim, but also to the unit. We will not let this happen, and it is a cancer that will destroy us.

This is a leadership issue that I want discussed at every level of this command persistently and consistently. Additionally, every member of this unit will read Chapter 1 of the order upon arrival, and leadership will ensure that we all have a common understanding of its contents.

Building Trust and Faith in One Another means we treat every individual in this unit respectfully and with genuine concern for their welfare. It means that we value the diverse qualities and backgrounds all of us bring to 1st LAAD Bn. Anything less degrades us.

The Team Matters Most. We are in this together, and we derive our strength from cohesion—added together, each individual Marine or Sailor's strengths create an awesome and unstoppable gravity.

Lastly, I challenge every one of you, at every rank, to remember we are all leaders. Our job is to bring people together and focus our collective energy towards building this unit the right way. You have an incredible opportunity to make a positive impact on those around you.

Years from now, Marines may forget the details, but they will always remember the way you made them feel.

H. A. PHILLIPS

COMMANDING OFFICER, 1st LAAD Bn