



# COMMANDING OFFICER'S POLICY LETTER

## PROHIBITED ACTIVITIES AND CONDUCT (PAC)

Marines,

We are warfighters, and we are professionals. That means we treat each other with dignity, care, and respect—**no exceptions**.

This unit will not tolerate prohibited activities or conduct. This includes **harassment, hazing, bullying, sexual harassment**, and **discrimination** based on race, color, national origin, religion, or sex. These behaviors weaken trust, destroy morale, and threaten combat readiness.

Every Marine, regardless of rank, has the responsibility to uphold our core values. If you see something wrong—say something. If someone is being mistreated—step in. Your silence or inaction allows harm to spread. **Lead relentlessly.**

### AS YOUR COMMANDING OFFICER, I WILL:

- Enforce PAC standards fairly and firmly.
- Ensure all complaints are treated with respect, urgency, and confidentiality.
- Protect all Marines from retaliation for reporting PAC.
- Promote annual training that builds respect, accountability, and leadership.

### MY EXPECTATIONS FOR EVERY MARINE AND SAILOR:

- Treat everyone with respect. That includes on-duty, off-duty, and online.
- Speak up when something is wrong. Silence is not an option.
- Correct your peers when they cross the line. Do it professionally—do it early.
- Don't tolerate hazing or bullying—ever.
- Support your teammates. Know what right looks like and help others stay on track.
- If you need help or see someone struggling, get them support. We're in this together.
- Take all required training seriously. These aren't check-in-the-box events—they're your tools to lead and protect.

You can report PAC concerns to the Equal Opportunity Advisor (EOA), your chain of command, or directly to me. If you're unsure where to go, ask. You will be heard.

Our strength as a unit is built on trust—and trust starts with how we treat one another. Hold the line. Help your fellow Marines. Be the example others follow. Lead!

**TRUST IS OUR CURRENCY.** Earn It Daily. Protect It Fiercely. Spend It Wisely.

**James B. Holderbaum**  
Lieutenant Colonel, USMC  
Commanding Officer