



MALS-12 Policy on Prohibited Activities and Conduct (PAC) (Ref: MCO P5354.1E)



We must be ready to “fight and win tonight.” In order to be prepared, we need everyone on our team to be functioning at their optimal levels. We must support, protect, and respect everyone on our team that makes this possible.

Prohibited Activities degrade our unit readiness, and ability to accomplish our mission. It also goes against our Marine Corps Values.

The following behaviors and policies are outlined in the Prohibited Activities and Conduct (PAC) order:

- Unlawful discrimination, and abuse
- Hazing
- Bullying
- Ostracism
- Retaliation
- Harassment (includes sexual harassment)
- Wrongful distribution or broadcasting of intimate images
- Certain dissident and protest activity to include supremacist activity

These activities will NOT be tolerated. Substantiated misconduct involving Prohibited Activities and Conduct violations are subject to administrative and/or disciplinary action under the UCMJ.

Condoning, ignoring, or failing to take corrective actions when confronted with PAC violations is unacceptable and will receive my undivided attention.

Any negative activities based on race, color, religion, sex, gender identity, national origin, or sexual orientation only damage the trust in the unit and will not be tolerated.

Marines or Sailor’s needing to report a complaint alleging a PAC violation should seek immediate assistance from their chain of command, Equal Opportunity Representative, or the Informal Resolution Process. Reporters or witnesses of PAC violations shall not be subjected to retaliation as a result of their notification.

Remain vigilant in the execution of this order. Take care of each other by keeping watch for your fellow Marines and Sailors. Take action if you are aware of any prohibited actions and report any conduct that may constitute a prohibited activity. Treat your fellow Marines and Sailors as you would want to be treated, with dignity and respect.

Semper Fidelis,

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