



MARINE WING SUPPORT SQUADRON 171
MARINE AIRCRAFT GROUP 12
1ST MARINE AIRCRAFT WING



Prohibited Activities and Conduct (PAC) Policy

(12 June 2020)



Prohibited Activities and Conduct (PAC) degrade readiness and break faith with our most important resource--our Marines and Sailors.

- ☞ Prohibited activities include harassment (to include sexual harassment), unlawful discrimination, and abuse (specifically hazing, bullying, ostracism, retaliation); wrongful broadcasting of intimate images; and certain dissident and protest activity (to include supremacist activity)
- ☞ Per MCO, resolution of substantiated PAC violation(s) include administrative and/or disciplinary action under UCMJ
- ☞ REF: MCO 5354.1E Marine Corps Prohibited Activities and Conduct Prevention and Response Policy

Sentinels, we will promote an environment free from personal, social, and institutional barriers which prevent our Marines and Sailors from maximizing their knowledge, skills, and abilities. We will treat each other with dignity and respect and those in positions of leadership will ensure all personnel have opportunities to realize their full potential. These actions directly contribute to readiness and mission accomplishment. To sustain the level of individual and unit readiness required to succeed against our adversaries, we must collectively resolve to eradicate unprofessional and unacceptable behavior from our ranks. Our sustained effort in this domain appropriately focuses on our most important resource (our Marines and Sailors) and ultimately translates to operational success.

Abusive activities and conduct based on race, color, religion, sex (to include gender identity), national origin, or sexual orientation have no place in today's force. More importantly, these actions conflict with our core values and require our immediate action when brought to our attention. Avenues to report complaints alleging PAC violations include: the chain of command, unit Equal Opportunity Representatives (EOR), and the Informal Resolution Process.

MWSS-171 provides aviation ground support to Marine Aircraft Group 12 (MAG-12) and designated forces in order to enable expeditionary aviation operations. Unlawful discrimination practices within the squadron hinder our ability to accomplish our mission. The challenges we face in the Indo-Pacific region require us to eliminate this unacceptable and counterproductive activity from our formations. Discrimination undermines morale and prevents maximum utilization and development of personnel. No unit can succeed with an organizational culture plagued with severe or pervasive PAC violations. We will not tolerate a work environment in which intimidating, hostile, and abusive behaviors get normalized. Leaders will focus their efforts on ensuring we maintain mission readiness and enhance unit cohesion. An environment free from prohibited activities sets conditions for MWSS-171 to remain ready for all things.

Sentinel PAC Prevention Strategies (Enduring Themes)

--Set the example. At your level, ensure your team treats each other with dignity and respect. Work to gain and maintain the trust of those who serve alongside you. Your individual actions contribute to the overall squadron's culture. Make a positive impact

--Communicate. Have the courage to speak up when required. Your leadership will support you. No one will face reprisal for reporting under the provisions of this policy. We must uphold the standard

--Encourage Reporting. Confidence in the fidelity of our processes increases when our Marines and Sailors see their leadership taking fair and impartial action with a sense of urgency. Our process must produce repeatable, verifiable, and auditable results

--Build and sustain high performing teams across the organization by confronting prejudice and harassment at all levels

In Omnia Paratus,

J. A. GODFREY
Lieutenant Colonel, USMC
Commanding Officer, MWSS-171