



Marine Aerial Refueler Transport Squadron 152 Prohibited Activities and Conduct (PAC) Prevention & Response Policy

Sumos,

Our community of Marines, Sailors, and families form the vital foundation that enables every other aspect of our squadron. Our readiness, deployability, and mission accomplishment all rely on our team's ability to work together as one cohesive unit. Without every one of our Marines, Sailors, and families in the fight, we are not taking the field with a full roster and our performance will reflect. Therefore, it is vital that as professional Marines, Sailors, and families, we must foster a strong, positive community to ensure each member of our team is treated with dignity, respect, equality, and compassion. As Sumos, we must ensure each team member in our organization is afforded equal treatment and the opportunity to achieve their full potential based upon individual merit, fitness, intellect, and ability.

I owe it to every Sumo to provide and promote an environment free from prohibited discriminatory and harassment activities (bullying, harassment, hazing, stalking, discrimination, sexual harassment, wrongful distribution of intimate images, and dissident/protest activities). This type of behavior is counter-productive to our way of life. It can cause people to withdraw and lose trust in our organization and this type of negative conduct will not be tolerated. This conduct goes against our Marine Corps values and erodes the trust and support of our Sumo community. We will not conduct ourselves in this manner.

The goal of our Military Equal Opportunity (MEO) program and MCO 5354.1F is to foster a culture of dignity, respect, and trust. We will uphold the tenets of the MEO program to promote a climate of professional behavior to ensure we maintain a respectful workplace where everyone feels safe and included as a member of our team.

We will utilize the process outlined in MCO 5354.1F to properly address complaints of prohibited activities and conduct; each complaint will be taken seriously and handled promptly, fairly, and with consideration for the individuals involved. If you observe this type of behavior, please report it to our leadership or one of our command Equal Opportunity Representatives (EOR). It is every Sumos' responsibility to identify this negative behavior and to report any violation of the PAC order immediately. We will investigate the complaint, per the order, and take appropriate action based on the investigation results to ensure we are providing a professional work environment for our squadron.

As a community, we rely on every Sumo to be ready to fight tonight and it is our responsibility to ensure that we cultivate an environment free from prohibited activities and conduct as it is vital to mission accomplishment, camaraderie, and our combat readiness. Stay Sumo strong and uphold our values!

Semper Fidelis

J. M. PALMER

Lieutenant Colonel, United States Marine Corps