



**HMH-463**  
**Commanding Officer's**  
**Prohibited Activities and Conduct (PAC)**  
(Ref: MCO P5354.1E Ch1)



**Ready, Willing, Able! - PEGASUS**

**The Marines and Sailors of HMH-463 are responsible for treating each other with dignity and respect. Anything less is unacceptable!**

**Prohibited Activities degrades our unit Readiness, our Willing Attitude and Unit Ability to perform our mission, and goes against our Marine Corps Values.**

The following behaviors/policies are outlined in the Prohibited Activities and Conduct (PAC) order (MCO P5354.1E Ch1):

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

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 hurt the trust in the unit and will not be stood for.

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

Be vigilant in your execution of this order. Look out for the Marine or Sailor beside you. Put a stop to such behavior immediately and report any conduct that you believe constitutes a prohibited activity or conduct. My intent is that you treat your fellow Marine as they wish to be treated. Dignity and respect is the standard because you deserve an environment where you can succeed based on your performance and merits.

As your Commanding Officer, I expect each member of the PEGASUS team to cultivate a work environment of dignity and respect that is free from destructive behaviors.

**Lieutenant Colonel Kelly B. Allen**

**Commanding Officer, Marine Heavy Helicopter Squadron 463**