



HMLA-367

Prohibited Activities and Conduct

Reference: MCO P5354.1E



The Marine Corps is made up of a diverse group of individuals coming from different places and backgrounds that share a common bond. True diversity is a force multiplier by bringing together various perspectives, opinions, and ideas. We have all earned the title “Marine” and the just pride that goes with belonging to an organization whose very name is synonymous with esprit de corps, discipline, and taking responsibility for your actions as well as others.

As your Commanding Officer, I expect each member of the Scarface team to cultivate a work environment of dignity and respect that is free from prohibited behavior and conduct. Harassment, sexual harassment, unlawful discrimination, and abuse (hazing, bullying, ostracism, or retaliation); wrongful distribution or broadcasting of intimate images; and certain dissident and protest activity, to include supremacist activity, are prohibited activities.

Abusive activities and conduct based on race, color, religion, sex, gender identity, national origin, or sexual orientation undermine morale, reduce combat readiness, and are not tolerated. Sexual harassment is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Discrimination and harassment are counterproductive and unacceptable. They undermine morale and reduce mission readiness.

Any Scarface needing to report a complaint alleging a Prohibited Activities and Conduct (PAC) violation may seek immediate assistance from their chain of command, Equal Opportunity Representative (EOR), Equal Opportunity Advisor (EOA), or the Informal Resolution Process. Reporters of PAC violations shall not be subject to retaliation as a result of their complaint. Condoning, ignoring, or failing to take corrective actions when confronted with PAC violations is the same as committing them yourself.

Discrimination, harassment, or abuse in any form, will simply NOT be tolerated.

It is therefore everyone’s obligation to ensure equal treatment based solely upon an individual’s merit, fitness, and ability. Every Scarface member is expected to treat others in a fair, scrupulous, unbiased way. We build our unit on trust, mutual respect, and teamwork.

Lieutenant Colonel Brian R. Grant, USMC
Commanding Officer, Marine Light Attack Helicopter Squadron 367