

## ***Commanding Officer, Marine Aircraft Group – 36 Prohibited Activities and Conduct Policy***

MAG-36 is committed to promoting an environment free from personal, social, and institutional barriers that prevent Marines and Sailors from rising to the highest level of responsibility. All members of the organization are afforded equal treatment and opportunity to achieve their full potential based upon individual merit, fitness, intellect, and ability. Squadrons will make every effort to eradicate unprofessional and unacceptable behavior from our ranks. Prohibited behavior include harassment (to include sexual harassment), unlawful discrimination, and abuse (specifically, hazing, bullying, ostracism, retaliation); wrongful distribution or broadcasting of intimate images; and, certain dissident and protest activity (to include supremacist activity). Abusive activities and conduct based on race, color, religion, sex (to include gender identity), national origin, or sexual orientation undermine morale, reduce combat readiness, and are unwelcome. Avenues to report a complaint alleging Prohibited Activities Conduct (PAC) violations include: the chain of command, and the Equal Opportunity Advisor/Military Equal Opportunity (EOA/MEO) office, as well as the Informal Resolution Process. Substantiated misconduct involving PAC are subject to administrative and/or disciplinary action under the UCMJ.



MAG-36 fights to win and unlawful discriminatory practices within the Marine Corps are counterproductive and unacceptable. Discrimination undermines morale, reduces combat readiness, and prevents maximum utilization and development of the Marine Corps' most vital asset, its people. Unit effectiveness and readiness deteriorate when conduct is severe or pervasive. This creates a work environment that is considered intimidating, hostile, and abusive or otherwise has an adverse impact on mission readiness and unit cohesion. An environment free from prohibited activities conduct is critical to mission accomplishment, unit cohesion and military readiness. We must always be ready for the fight.

### **What do I want you to do?**

1. Cultivate a climate and culture of dignity, respect, and trust within our units. Establish the benchmark of appropriate behavior by modeling and incorporating such behaviors into daily practices.
2. Engage in clear communication of expectations and provide transparency within the bounds of privacy to assure subordinate Squadrons that Marine Corps values and standards will be upheld.
3. Encourage reporting of alleged PAC under this policy and inspire confidence by responding to complaints with impartiality, fairness, and urgency.
4. Promote teamwork and cohesion through the elimination of prejudice and harassment.

  
M. B. ROBBINS