



## Marine Wing Support Squadron 172 Commanding Officer's Policy Statement on Prohibited Activities and Conduct (PAC) Prevention and Response



So what is PAC? PAC is an umbrella term that covers the following unacceptable activities and behaviors: sexual harassment, discrimination, hazing, ostracism, bullying, retaliation, supremacism, participation in public dissent/protest, wrongful distribution/broadcasting of intimate images, and other online misconduct.

We must create an environment free of personal, social, and institutional barriers that prevent a Marine or Sailor from rising to the highest levels of achievement possible. Every FIREBIRD will have equal treatment and opportunity to grow and develop based on their merit, fitness, capability, and performance. Through appropriate decisions, integrity, discipline, and initiative all FIREBIRDS can add value to our Squadron, Corps, and Nation.

Marine Wing Support Squadron-172 has the benefit of a diverse mix of occupational specialties from across the Marine Corps. We must embrace that diversity as well as the diversity of our Marines. **Diversity is a force multiplier for cohesion and readiness** if it is embraced within an environment of acceptance, safety, trust, and respect. We are all Marines and we are all FIREBIRDS. **PAC will not be tolerated. PAC violations can result in judicial, non-judicial, and other adverse administrative actions.**


Individual responsibilities and actions:

1. Attend unit-level PAC training and treat everyone within the command with dignity and respect.
2. Recognize and correct PAC immediately.
3. Attempt to handle PAC allegations at the lowest level through informal resolution.
4. Report allegations of PAC via the PAC online system or through the Chain of Command, Squadron EOR, 1<sup>st</sup> MAW EOA, Inspector General of the Marine Corps.

Squadron responsibilities and actions:

1. Squadron leaders at all levels will correct unprofessional and unacceptable activities and conduct that is inconsistent with our Core and Squadron Values, undermines unit readiness, or degrades unit cohesion and morale. **This will establish the right climate and over time the right culture.**
2. Provide all new join personnel PAC training.
3. Appoint an Equal Opportunity Representative (EOR).
4. Conduct inspections and surveys to gather information on command climate and solicit feedback.
5. Direct inquiries into PAC allegations as appropriate.
6. Handle allegations and violations promptly, fairly, and with confidentiality to individuals involved.
7. Hold Marines or sailors accountable for PAC violations with disciplinary or administrative actions.
8. Conduct annual "All Hands" PAC training.
9. Conduct PAC reporting.
10. Establish a climate that deters reprisals.

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