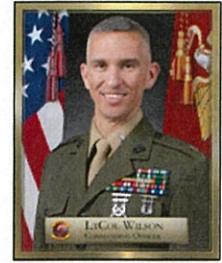




Marine Wing Support Squadron 172 Commanding Officer's Policy Statement on ***Prohibited Activities and Conduct (PAC)***



MWSS-172 is committed to promoting an environment free from personal, social, or institutional barriers that prevent Marines and Sailors from rising to the highest possible level of personal development and professional responsibility. **All Firebirds** will be afforded equal treatment and opportunities to achieve their full potential based on individual merit, fitness, intellect, and ability. **Eradicating unprofessional and unacceptable behavior from our ranks is an imperative for all leaders within the squadron.**

Prohibited behaviors include harassment (to include sexual harassment), unlawful discrimination, and abuse (hazing, bullying, ostracism, retaliation); wrongful distribution or broadcasting of intimate images; and certain dissident and protest activities (to include supremacist activity). **I will not tolerate such activities as they undermine morale, destroy unit cohesion, and most importantly, detract from our squadron's main goal of Sustained Unit Readiness.** Accordingly, substantiated PAC violations are subject to administrative or disciplinary action under UCMJ.

Avenues to report a complaint alleging violations of PAC include your chain of command and the squadron's Equal Opportunity Representatives and the 1st MAW Equal Opportunity Advisor. Note that while the Marine Corps policy has been updated, resolving issues at the lowest possible level (i.e. Informal Resolution) remains a fundamental aspect of the program. **Regardless of the resolution option chosen, know that this squadron will take every allegation seriously and handle each situation thoroughly, professionally, and in accordance with the PAC order.**

What do I need you to do?

- Leaders:** Cultivate a climate and culture of dignity, respect, and trust; clearly communicate expectations; encourage reporting of alleged violations; and most importantly, **set a commendable example of personal and professional conduct** at all times.
- Firebirds:** Understand that the new PAC order and know the SgtMaj and I are absolutely committed to creating a **healthy and rewarding atmosphere** within the squadron characterized by the following four conditions:
 - Your work is challenging.
 - You are given sufficient feedback and can see yourself improving, growing, learning, etc.
 - You can see the "big picture" – or at least you can see the work you're doing in a broader context than just yourself and your section.
 - You have opportunities to deploy, train, learn, and improve yourself personally and professionally.

Violations of the PAC Order are contrary to the above-described atmosphere and will not be tolerated. Rather, a culture of Readiness and accountability will ensure this squadron is ready to Fight Tonight.

LtCol Wilson
Commanding Officer

2 Oct 2018