

# Prohibited Activities and Conduct (PAC)

(Ref: MCO P5354.1F)

**“Mission First, People Always.”**

**The Marines and Sailors of VMM-265 are responsible for treating each other with dignity and respect. I will tolerate nothing less.**



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

- Hazing
- Bullying
- Prohibited discrimination
- Harassment (including sexual harassment)
- Wrongful distribution or broadcasting of intimate images
- 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. Substantiated violations of this policy will not be tolerated and will be handled in accordance with the UCMJ.

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.

**We build our unit on trust, mutual respect, and team work.**

As your Commanding Officer, I expect each member of the Dragon team to cultivate a work environment of dignity and respect that is free from destructive behaviors. Behavior that adversely effects the units ability to conduct our primary mission will not be tolerated.

**We fix and fly aircraft. It's what we do.**

Lieutenant Colonel Jason R. Laird  
Commanding Officer, Marine Medium Tiltrotor Squadron 265

**“Dragons!”**