

Combat Logistics Battalion 4

Prohibited Activities and Conduct Policy Statement

I trust you and I trust your Team. Trust stands out as the central element in successful mission command and our long legacy as a Corps. We must promote, engender, and protect the trust in our battalion. We will treat each other with dignity, respect, and justice. Actions to the contrary including hazing, bullying, ostracism, retaliation, and sexual harassment erode the fabric of trust and security in our unit and are a threat to our mission. These actions are considered Prohibited Activities and Conduct (PAC).

PAC includes harassment, unlawful discrimination and abuse, ostracism, bullying, retaliation, wrong distribution or broadcasting of intimate images, and dissident and protest activity. These activities are intolerable and corrosive to our readiness. Any Marine, Sailor, or civilian in this battalion subject to substantiated misconduct will be held accountable through administrative or punitive action. *All members of our battalion will promote a culture of dignity, respect, and trust, and will cultivate, on- and off-duty, an environment free from prohibited activities and conduct while ensuring all mechanisms for reporting violations are available and preserved* as detailed in Marine Corps Order 5354.1F Marine Corps Prohibited Activities and Conduct Prevention and Response. All PAC violations will be investigated and addressed quickly and thoroughly with appropriate disciplinary actions taken.

Leaders at all levels are directed to:

- 1. Swift and Tactful Response.** Encountered actions or an environment that broaches the PAC “check-fire line” need to be addressed immediately. Left uncorrected, these acts fester and contribute to creating an unacceptable habit or environment. *Seize the Initiative and Follow-up.*
- 2. Engagement.** Creating an environment of trust and cohesion takes time. Every day Marines and Sailors need to make an investment into the unit and each other that creates a connection based on mutual respect and dignity. Setting a foundation makes a difference in prevention and provides a method to reconcile fractures in trust. *Be Prepared.*
- 3. Work with a happy heart.** No one should dread coming into work or interacting with another Marine or Sailor because of a hostile or demeaning work environment. You are more likely to learn about potential harmful behaviors when you take part in direct conversations with your Marines and Sailors in real-time. This engagement is a critical firebreak in our defenses. These personal interactions show that you respect your Marines and Sailors and care about how they are doing. *Protect Marines, Sailors, and family members.*
- 4. Make this our Best Duty Station and Unit Yet.** We alone control the morale and atmosphere of the battalion. No one else dictates that. I ask every leader to own their fighting position and promote making the unit one of a kind in developing great people. Our people are not threatened or concerned about PAC because they understand their role to play fostering a safe working environment. *Own your Battalion.*

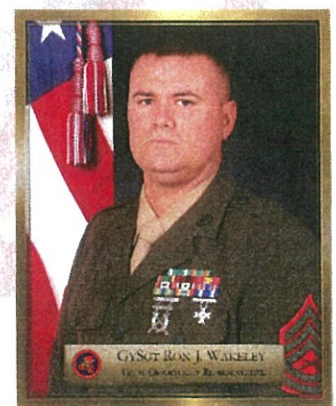


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Please use the Links below to access the latest information and recourses from the Marine Corps PAC Program go to:
<https://www.3rdmlg.marines.mil/Resources/Equal-Opportunity/> (RIGHT)
<https://www.manpower.usmc.mil/webcenter/portals/PACToolkit> (LEFT)



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