



## Marine Corps Base Hawaii

### Commanding Officer's Policy

### *Prohibited Activities and Conduct*



Diversity of thought, experience, and background is a fundamental strength of the Marine Corps and a critical enabler that allows us to most effectively respond to crisis. Therefore, any behavior that divides us from our fellow Marines is contrary to our institutional ethos and core values, weakens our warfighting ability, and will not be tolerated.

Marine Corps Order 5354.1F Prohibited Activities and Conduct (PAC) Prevention and Response sets forth the policy, procedures, and responsibilities for individual conduct. Behaviors such as harassment, distribution of intimate images, hazing, bullying, abuse, certain dissident and protest activities, and unlawful discrimination are prohibited and have no place in the Marine Corps. All Marines must ensure that our environment is free from these destructive behaviors and that each individual is treated with the dignity and respect they deserve. I am fully committed to the equal treatment of every Marine, Sailor, and civilian employee assigned to Marine Corps Base Hawaii, and I expect all personnel under my command to adhere to that same level of commitment.

Given the varying backgrounds and cultures in which we were each raised, there are times when perceived violations of the PAC order actually stem from misunderstanding or lack of awareness, rather than ill-intent. Therefore, if you believe you are the subject of discrimination or harassment, or if you witness it, seek to first resolve it at the lowest level possible using the informal resolution system. If circumstances make this method inappropriate or you are unsuccessful, you should file a formal complaint with the chain of command, Equal Opportunity Advisor (EOA), or the Inspector General's Office.

Reprisal, intimidation, or further harassment related to a complaint will not be tolerated under any circumstances. Any military member that takes action against an individual making a complaint will be held accountable under the Uniform Code of Military Justice. Anyone filing a false complaint will also be subject to administrative or disciplinary action.

Additional assistance can be obtained from your unit Equal Opportunity Representative or the Military Equal Opportunity Office located in building 216 room 24, or at (808) 257-7720 or (808) 216-7199.

Thank you for your service, I'm proud to be part of this team!

~~Semper Fidelis~~

A handwritten signature in black ink, appearing to read "J.W. Beaven".

**J.W. BEAVEN**  
Colonel, U.S. Marine Corps  
Commanding Officer,  
Marine Corps Base Hawaii