



## Commanding Officer Headquarters and Support Battalion Prohibited Activities and Conduct and Response Policy Statement



*"Taking care of Marines includes holding Marines to high professional standards of performance, conduct, and discipline."*

*– General Berger, CMC  
Commandants Planning Guidance*

Prohibited activities and conduct involving harassment (to include sexual harassment); unlawful discrimination and abuse (specifically hazing, bullying, ostracism, retaliation); wrongful distribution or broadcasting of intimate images; and certain dissident and protest activities (to include supremacist activity) are counter to our Core Values. History has shown that these prohibited activities and misconduct can happen in any unit; the keys to prevention are training, leadership, supervision, and accountability. This starts with ensuring that personnel do not tolerate harassment. Prohibited discriminatory and harassment practices within the Marine Corps are counter-productive, unacceptable, and will not be tolerated. Headquarters and Support Battalion personnel will maintain a culture of dignity, care, and concern in which all members of the organization are afforded equal treatment and opportunity to achieve their full potential based upon individual merit, fitness, intellect, and ability. Therefore, I expect all personnel to adhere to this same commitment and it is essential that every member of this battalion understands and adheres to the standards of fair and equal treatment. Marines, Sailors, and Civilians of Headquarters and Support Battalion will read, understand, and comply with MCO 5354.1F of June 2021, which addresses prohibited activities and misconduct.

Prohibited activities and misconduct are counter to the culture of the Marine Corps. One such act can shatter our battalion's cohesion, morale, and degrade our ability to accomplish the mission. All personnel have the right to report discrimination and sexual harassment to an Equal Opportunity Representative without fear of intimidation or reprisal. Any misconduct such as discrimination and sexual harassment that degrades others, to include reprisal, will not be tolerated. When addressing alleged violations of prohibited activities and conduct, utilizing the Command's Equal Opportunity Representative is the preferred strategy. When possible, individuals are encouraged to resolve complaints at the lowest level by exercising a method of Informal Resolution.

Any violation of prohibited activities and conduct undermines morale, and prevents maximum utilization and development of the battalion's most valuable asset, its people. I need everyone's help to continue educating and understanding the Marine Corps' policy regarding prohibited activities and conduct, the complaint process, and the prevention of reprisal. Stand-up for those who will not or cannot stand-up for themselves. Stop it. Report it. I expect all members of this command to foster a command climate that is conducive to reporting prohibited activities or conduct violations. Any member found in violation of the MCO will be subject to disciplinary action under the Uniform Code of Military Justice and/or adverse administrative action. We must treat every Spartan teammate with dignity, care, and concern.

Semper Fidelis,

Tracy A. Perry  
Colonel, United States Marine Corps  
Commanding Officer  
Headquarters and Support Battalion