



FLEET MARINE FORCE, ATLANTIC, MARINE FORCES COMMAND, MARINE FORCES NORTHERN COMMAND PROHIBITED ACTIVITIES AND CONDUCT POLICY STATEMENT

The United States regards its Marine Corps as a team of dedicated patriots ready to take on the nation's most challenging tasks. This high regard carries the expectation that we treat both our military and civilian teammates with the utmost respect. Eliminating all Prohibited Activities and Conduct (PAC) is a leadership duty that each of us must uphold. Leaders at every level must actively create and sustain an environment free from PAC behaviors such as sexual harassment, harassment, hazing, bullying, and prohibited discrimination. Every member of this command must be treated with dignity and respect, regardless of race, color, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation.

Our Corps reflects the diverse fabric of our nation, composed of individuals from various ethnic backgrounds. We cannot be a unified team if anyone among us holds or promotes extremist or supremacist views. Our fellow Marines, sailors, and civilian personnel cannot fully commit to their mission if they face abuse, harassment, or discrimination, whether in person or online.

PAC behaviors weaken combat readiness, breach trust, harm morale, disrupt unit cohesion, and limit individual development, which are all essential for meeting today's global security challenges. Every member of this command should have the opportunity to reach their full potential based on their merit, fitness, intellect, and ability.

If a member of this command has a complaint, it will be addressed in accordance with MCO 5354.1G. Equal Opportunity Advisors (EOAs) handle all PAC complaint intakes. Any service member under Marine Corps administrative jurisdiction can use this complaint process. To seek resolution for a PAC complaint, an eligible complainant must submit a signed NAVMC 11512 to the EOA for official processing. Formal PAC complaints reported through other channels (e.g., chain of command, local IG's office, SARC) will be promptly forwarded to the EOA for official intake and processing.

Assistance is available through the EOA. The Marine Forces Command EOA can be reached at (757) 836-1569 or the EOA cell phone at (757) 943-5575.

It is through unwavering commitment that we can cultivate the strong bonds essential for success on the battlefield. These bonds, forged through mutual respect and dedication, are crucial for ensuring that our team operates seamlessly under the most challenging conditions.

Semper Fidelis!

R. L. SHEA
Lieutenant General, U.S. Marine Corps
Commanding General, Fleet Marine Forces, Atlantic
Commander, Marine Forces Command
Commander, Marine Forces Northern Command