



**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 Marines ready to take on the nation's most challenging tasks. This high regard carries with it the expectation that we treat 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), or sexual orientation.

PAC behaviors weaken combat readiness, breach trust, harm morale, disrupt unit cohesion, and limit warfighting 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 cultivate the strong bonds essential for success on the battlefield. These bonds are crucial for ensuring that our team operates effectively 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