



Commanding Officer's Policy on Prohibited Activities and Conduct ***Professionalism – Flexibility – Reliability***

Prohibited discriminatory and harassment practices are counter-productive, unacceptable, and will not be tolerated within 9th Communication Battalion. We will maintain a culture of dignity, care, and concern in which all members of the command are afforded equal treatment and opportunity to achieve their full potential based upon individual merit, fitness, intellect, and ability. 9th Communication Battalion Marines and Sailors will cultivate an environment free from Prohibited Activities and Conduct.

Any act of harassment, sexual harassment, prohibited discrimination, bullying, hazing, wrongful distribution or broadcasting of an intimate image, or dissident/protest activity is a direct attack at the heart of our unit – our people. These types of acts will not be tolerated. They erode our readiness and esprit de corps and undermine mission accomplishment. Further, they have intolerable and corrosive effects on our institution.

Prevention and proper response to Prohibited Activities and Conduct demands our utmost attention and is every Marine and Sailor's responsibility. 9th Communication Battalion will cultivate a climate and culture of dignity, respect, trust, and equal opportunity by conducting the following actions:

- All Marines and Sailors will be trained to prevent, identify, and properly respond to incidents of Prohibited Activities and Conduct.
- We will foster an environment where all Marines and Sailors are encouraged to report conduct that they believe constitutes Prohibited Activities and Conduct to their chain of command and/or the command Equal Opportunity Representative.
- We will provide protection to complainants that may have experienced trauma resultant from Prohibited Activities and Conduct from retaliation or further abuse.
- We will safeguard the due process rights of those suspected of violating the referenced order.
- We will thoroughly investigate all allegations of Prohibited Activities and Conduct and will deal with substantiated complaints appropriately.
- We will ensure that those adversely affected by Prohibited Activities and Conduct have access to all available support services.

I expect leaders in this unit to establish the benchmark in this area, engage in clear communication of expectations, and provide transparency within the bounds of privacy to assure all members of the command that the Marine Corps values and standards will be upheld. Finally, I expect leaders to encourage correct, timely, and accurate reporting of alleged Prohibited Activities and Conduct under the referenced order. Leaders will respond to complaints alleging Prohibited Activities and Conduct with impartiality, fairness, and urgency – if in doubt, lean in, ask questions and ensure our people and their welfare are the top priority.

The prohibition of the activities and conduct identified in the referenced order are punitive and those who violate this order may be subject to non-judicial or judicial action under the Manual for Courts-Martial and the UCMJ. Violations of these provisions may also subject the individual to adverse administrative action.

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