



**Commanding Officer
Marine Corps Base Camp Blaz
Prohibited Activities and Conduct (PAC)
Prevention and Response Policy Statement**



Marine Corps Order 5354.1G, the Prohibited Activities and Conduct (PAC) Order, identifies behaviors that are unacceptable and incompatible with our Core Values, including sexual harassment, prohibited discrimination, harassment, hazing, bullying, dissident and protest activities, and the wrongful distribution or broadcasting of intimate images. These actions erode unit cohesion, undermine combat readiness, and will not be tolerated. As Marines and Sailors, we are held to the highest standards of conduct, and the American people expect nothing less.

As your Commanding Officer, it is my responsibility to ensure fair and just treatment of all personnel assigned to MCB Camp Blaz. Bottomline, PAC violations will not be tolerated under any circumstance. It is our collective responsibility to cultivate an environment free of negative behaviors and to maintain a culture of dignity, respect, care, and concern. Mutual trust and respect among team members are essential to building cohesion, mission effectiveness, *and esprit de corps*.

I expect all MCB Camp Blaz personnel to:

- **Promote a zero-tolerance climate** for prohibited activities to ensure every member of this command has the opportunity to succeed professionally.
- **Engage in proactive prevention** through education, cultural awareness, and open communication to resolve issues before they escalate.
- **Demonstrate moral courage** by reporting behaviors that threaten unit cohesion and morale.
- **Understand and follow the PAC process**, ensuring all complaints are addressed promptly, impartially, and with appropriate resolution.
- **Utilize our Equal Opportunity Representatives** as a resource; they are available to assist and support all personnel aboard MCB Camp Blaz.

The preferred method for addressing formal PAC complaints is to utilize the Command's Equal Opportunity Advisor. Additional avenues include the Request Mast process and the Informal Resolution System. Regardless of whether complaints are received by the informal or formal process, all allegations will be thoroughly investigated in a timely and unbiased manner, without regard to rank or position.

The two tenets of my command philosophy are **service and professionalism**. We demonstrate service by upholding the rights and dignity of every Marine, Sailor, and civilian. Every team member is a valued part of the MCB Camp Blaz family and will be treated accordingly. Together, we will maintain a professional and respectful command climate where all individuals can thrive and contribute to our mission.

Semper Fidelis,

Richard D. Marshall Jr.
Colonel, U.S. Marine Corps
Commanding Officer
Marine Corps Base Camp Blaz