



COMMANDING OFFICER'S STATEMENT ON PROHIBITED ACTIVITIES AND CONDUCT PREVENTION AND RESPONSE



Our core values of Honor, Courage, and Commitment are the foundation of everything we do. To uphold these values, we must actively foster an environment rooted in dignity and respect. The updated Marine Corps Order 5354.1G on Prohibited Activities and Conduct (PAC) provides our framework to ensure harassment, bullying, hazing, and prohibited discrimination have absolutely no place within our ranks.

This policy is driven by two main lines of effort: Prevention and Response. When executed properly, these lines of effort achieve our ultimate end state objective of an inclusive command climate and a unit to which all hands feel a deep sense of pride and belonging. We simply cannot accomplish our mission if any member of our team feels marginalized, targeted, or unsafe.

A central pillar of our prevention strategy is the Command Climate Assessment (CCA). Investing in the command climate assessment process is critical because it affords us the opportunity to collectively discuss our operational environment and take proactive, corrective action on potential negative behaviors before they escalate. It is not just an administrative requirement; it is a vital diagnostic tool. I expect full and honest participation during these assessments, as your feedback directly shapes the health and readiness of this installation.

Despite our best prevention efforts, if prohibited conduct does occur, our response must be deliberate and just. The PAC complaint process is also critical and serves as a unique opportunity to address an acute problem within the organization. We must view the complaint process as a necessary mechanism to identify fractures in our cohesion and apply the right remedies to fix them.

While complainants can elect the method of resolution that they feel most comfortable with, I want to highlight the effectiveness of informal resolution. In many cases, Commander-Directed Conflict Management tends to work best, as it directly involves the command team and our Equal Opportunity Advisor (EOA) in the mediation process. By bringing the parties involved together under the guidance of engaged leadership and trained professionals, we can often resolve interpersonal conflicts efficiently, foster mutual understanding, and rebuild trust at the lowest possible level.

To initiate a complaint, contact the Equal Opportunity Coordinator at **(229) 639-5129**.

Every leader is responsible for enforcing this policy. Together, we will ensure MCLB Albany remains a premier installation where every individual is respected, valued, and empowered to succeed.

Semper Fidelis,

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Commanding Officer
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