



HMLA-167 PROHIBITED ACTIVITIES AND CONDUCT

PREVENTION AND RESPONSE POLICY

Reference: MCO 5354.1F; ALNAV 024/22

As Marines we share a unique bond and a duty to uphold our core values. As Warriors we have a moral obligation, both on and off duty, to look out for one another and protect our legacy. Our success is predicated on our ability to fight as a team, underpinned by trust, dignity, and mutual respect. Any activities and conduct that are counter to these fundamental principles erode our ability to fight and win.

Prohibited Activities and Conduct (PAC) consists of sexual harassment, prohibited discrimination, harassment, hazing, bullying, dissident, and protest activities, and wrongful distribution or broadcasting of intimate images. To contend with PAC, the Warriors will pursue two lines of effort – Prevention & Response.

Prevention:

Prevention will principally be addressed through education and leadership. All Warriors will receive the appropriate education to ensure we collectively understand the appropriate conduct and behavior expected of all Warriors. Leaders at all levels will espouse our core values, set the example, and hold one another accountable for their actions.

Response:

I EXPECT ALL PERSONNEL TO REPORT SUSPECTED INCIDENTS OF PROHIBITED ACTIVITIES AND CONDUCT TO THE CO VIA A SQUADRON EQUAL OPPORTUNITY REPRESENTATIVE. Any Warrior who wants to request CO-directed resolution of their complaint or allegation shall submit a NAVMC Form 11512 which will be forwarded to the CO for deliberation. Any violation, attempted violation, or solicitation of another to violate the PAC Order may be subject to adverse administrative or disciplinary action under the UCMJ. We will enable reporting of alleged PAC and inspire trust by responding to PAC complaints with impartiality, fairness, and urgency.

We will foster a culture of inclusion and acceptance with an understanding that a person's dignity and self-respect are the root of their self-worth and self-esteem. As Warriors, we will hold one another accountable for upholding our core values and ensuring everyone is treated with dignity and respect.

Have Guns - Will Travel

LIEUTENANT COLONEL COREY HEALEY

COMMANDING OFFICER, MARINE LIGHT ATTACK HELICOPTER SQUADRON 167