

**Prohibited Activities and Conduct (PAC)  
Prevention and Response Statement  
Commanding Officer  
Marine Artillery Detachment**



-People are this unit's most valuable asset.

-Prohibited discriminatory and harassment practices within the MARDET are counter-productive, unacceptable, and will not be tolerated.

-The MARDET will maintain a culture of dignity, care, and concern in which all members of the organization are afforded equal treatment and opportunity to achieve their full potential based upon individual merit, fitness, intellect, and ability.

-All Service members will create an environment whether it is in-person or online free from bullying, harassment, hazing, and any type of discrimination.

-Leaders should direct the use of Conflict Management when appropriate, to include the informal mediation processes. This can help Marines and Sailors develop inter-personal communication and awareness of issues that, if not appropriately addressed, may negatively impact command and the learning environment.

-We provide an easily accessible and effective complaint system that welcomes questions, concerns, and complaints; encourages Marines to report potentially problematic conduct early; treats alleged victims, complainants, witnesses, alleged offenders, and others with respect; operates promptly, thoroughly, and impartially; and imposes appropriate consequences for prohibited discrimination, harassment or related misconduct, such as retaliation.

-For guidance follow the Marine Corps PAC order 5354.1F and or contact the MARDET EO Captain Frost at [matthew.s.frost5.mil@army.mil](mailto:matthew.s.frost5.mil@army.mil), (760) 725-6120 Along with your chain of command.

  
J. W. STOUTENBOROUGH