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Marine Corps  
Prohibited Activities And Conduct (PAC)  
Prevention and Response  
Annual Training

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# Overview

- Military Equal Opportunity Program
- Prohibited Activities
- Reporting Options
- Impacts on Readiness
- Video
- Discussion

# Objectives

By the end of this training, personnel should be able to:

- Understand the MEO PAC policy
- Identify cultural and social issues that affect behaviors
- Recognize problematic behaviors and misconduct associated with printed materials, electronic materials, and social media
- Understand reporting procedures
- Describe prevention strategies and behaviors that may reduce problematic behaviors

# MEO Program

- MEO is a function of command
- Hold each other accountable and address violations at the lowest level
- Prohibited activities are counterproductive, unacceptable, and not tolerated.
- To maintain a culture of dignity, care, and concern.

# Prohibited Activities

- Harassment (Sexual Harassment, Bullying, Hazing and Stalking)
- Prohibited Discrimination
- Dissident and Protest Activity
- Wrongful Distribution or Broadcasting of an Intimate Image
- Retaliatory Actions

# PAC Does Not Include

- **Properly directed** command or organizational activities that serve a proper military or other governmental purpose, or the requisite training activities required to prepare for such activities (e.g., command-authorized physical training).
- **Proper** verbal and written counseling addressing performance or conduct deficiencies
- Authorized incentive training permitted exclusively at the Recruit Depots; or similar activities **properly authorized** by the chain of command

# Harassment Defined

Any conduct, whereby a Service member knowingly, recklessly, or intentionally and with a nexus to military service engages in behavior that is unwelcome or offensive to a reasonable person that creates an intimidating, hostile, or offensive environment.

# Examples of Harassment

- Unwanted physical contact
- Offensive jokes
- Name calling or epithets
- Slurs, mocking and ridiculing others, insults, offensive non-verbal gestures
- Displaying racially offensive symbols
- Can occur orally, in writing, in physical contact, or via electronic mediums like social media (i.e., text, TikTok, Facebook, Twitter)



# Sexual Harassment (SH) Defined

- A form of harassment that involves knowing, reckless, or intentional conduct :
- Involves unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments or gestures of a sexual nature when:
  - Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career;
  - Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or
  - Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating or offensive working environment.

# Sexual Harassment (SH)

- Unwanted or unwelcomed
  - Gestures
  - Comments
  - Advances
  - Requests for favors
- Severe or pervasive
- Creates hostile/offensive environment

# Examples of SH

- Quid Pro Quo
- Sexual innuendoes
- Lies/rumors about a person's sex life
- Sexist jokes/stories
- Inappropriate comments about clothing, body, or activities

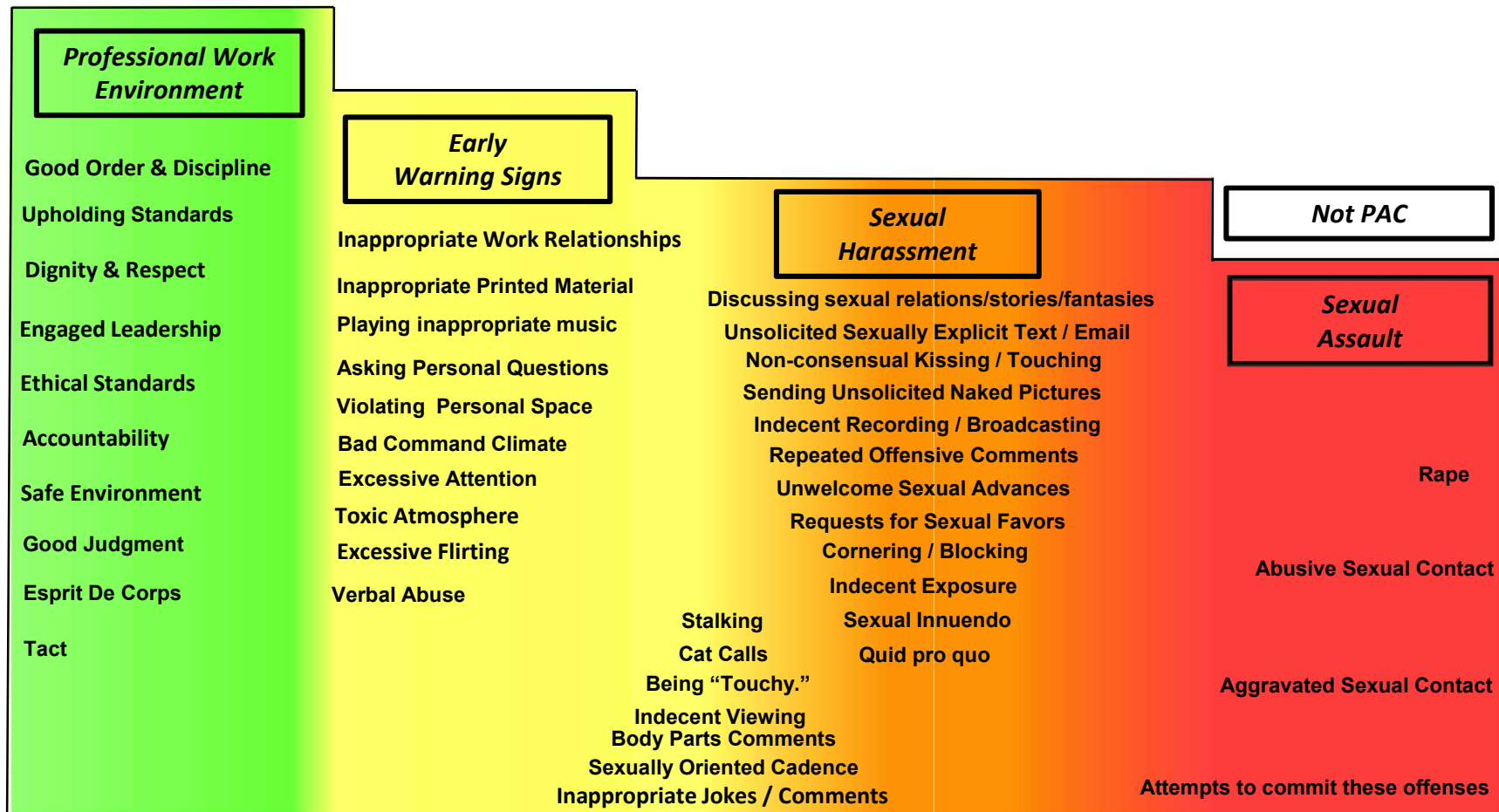
*Quid Pro Quo*



*Hostile Environment*



# Continuum of Harm



**Sexual Harassment can lead to Sexual Assault**

# Bullying Defined

- A form of harassment that involves knowing, reckless, or intentional conduct:
- Includes acts of aggression by a service member,
- Intent of harming a service member or DoD civilian employee either physically or psychologically
- Without a proper military or other governmental purpose
- May involve the singling out of an individual from his or her co-workers or unit for ridicule because he or she is considered different or weak

Bullying = Exclusion

# Examples of Bullying

- Singling out people by ridiculing people
- Physically striking or threatening to do so
- Intimidating, taunting, or teasing somebody
- Berating another to belittle or humiliate them
- Engaging in abusive or malicious tricks
- Degrading somebody's property or reputation
- Branding, handcuffing, duct taping, tattooing, shaving, greasing, painting.

# Hazing Defined

- A form of harassment that involves knowing, reckless, or intentional conduct
- Without a proper military or other governmental purpose
- Physically or psychologically injures or creates a risk of physical or psychological injury
- **Purpose of initiation into, admission into, affiliation with, change in status or position within, or a condition for continued membership in any military or DoD civilian organization.**

# Examples of Hazing

- Any form of initiation or congratulatory act that involves physically striking another person or threatening to do so (such as blood striping)
- Pressing any object into another person's skin, such as "pinning" or "tacking on" of rank insignia, aviator wings, jump wings, diver insignia, badges, medals, or any other object;
- Branding, handcuffing, duct taping, tattooing, shaving, greasing, painting.

Hazing = Inclusion



# Prohibited Discrimination Defined

- Knowingly, recklessly, or intentionally
- Discriminates, including disparate treatment, of an individual or group on the basis of race, color, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation
- Not otherwise authorized by law or regulation and detracts from military readiness.

# Prohibited Discrimination

- Includes: acquiring, assigning, promoting, disciplining, scheduling, training, evaluating, compensating, discharging, or separating.
- Does not include: justifiable conduct that discriminates on the basis of i.e. age, height/weight, serve proper military or other governmental purposes in policy

Prohibited Discrimination  
Detracts from Equal Opportunity

# Stalking

- A person who wrongfully engages, has knowledge of, or their conduct induces reasonable worry of
  - Fear,
  - Death, or
  - Bodily harm (including sexual assault),
- To himself or herself, to a member of his or her immediate family, or to his or her intimate partner.

Stalking must be reported to the appropriate  
Military Criminal Investigative Organization

# Dissident & Protest Activity Defined

- Knowing and wrongful conduct that:
  - involves actively advocating or supremacist, extremist, or criminal gang doctrine, ideology, or causes OR
  - actively participating in criminal gangs or in other organizations
- That advance, encourage, or advocate illegal discrimination based on race, creed, color, sex (including pregnancy), religion, ethnicity, national origin, gender identity, or sexual orientation OR
- That advance, encourage, or advocate the use of force, violence, or criminal activity, or otherwise advance efforts to deprive individuals of their civil rights.

Dissident and Protest Activities are a criminal Offense. Report to NCIS or CID.

# Wrongful Distribution or Broadcasting of an Intimate Image Defined

- The distribution or broadcasting of an intimate image is wrongful if the person making the distribution or broadcast does so without legal justification or excuse, knows or reasonably should know that the depicted person did not consent to the disclosure, and the intimate image is distributed or broadcast:
  - With the intent to realize personal gain;
  - With the intent to humiliate, harm, harass, intimidate, threaten, or coerce the depicted person; or
  - With reckless disregard as to whether the depicted person would be humiliated, harmed, intimidated, threatened, or coerced.

# Wrongful Distribution or Broadcasting of an Intimate Image Defined

- Distribution means the act of delivering to the actual or constructive possession of another, including transmission by electronic means.
- Broadcasting means the act of electronically transmitting a visual image with the intent that it be viewed by a person or persons.
- An intimate image is any visual depiction, including by electronic means, that:
  - Includes another person who is identifiable from the depiction itself or from information conveyed in connection with the depiction;
  - Depicts that person engaging in sexually explicit conduct or depicts the private area of that person; and
  - Taken under the circumstances in which the person depicted has a reasonable expectation of privacy.

Covered by UCMJ Article 117a

# Retaliatory Actions Defined

Encompasses any illegal, impermissible, or hostile actions taken by a service member's chain of command, peers, or coworkers with the intent to:

- Retaliate against that person for reporting or planning to report a criminal offense
- Or for making or planning to make a protected communication.
- Can manifest in reprisal, ostracism, or maltreatment



Report to Inspector General

# PAC Reporting Process



## MILITARY EQUAL OPPORTUNITY COMPLAINT PROCESS

MCO 5354.1F "Prohibited Activities and Conduct Prevention and Response"

For more information visit, <https://www.manpower.usmc.mil/webcenter/portal/PACToolkit>

### CONFLICT MANAGEMENT

- Attempt resolution = 30 days
- Resolution = case closed
- No resolution = Option to request formal resolution

NAVMC 11512 complaint submitted within

**90**

days of the action giving rise to the complaint



Commander Action

**3**

duty days upon receipt to determine which process to use.

### FORMAL RESOLUTION

- Initiate Command Investigation
- Investigation of Non-Sexual Harassment issues = 30 days
- Sexual Harassment investigation = 14 days
- Legal Review = 10 days
- Disposition Decision = 6 days
- Notifications of outcome = 3 days

Complainants receive periodic status updates throughout the process. Appeal options available to complainant and alleged offender upon completion of investigation.



# PAC Reporting Process

The primary channel to report violations of PAC is the chain of command.

If the commanding officer is suspected or alleged to have violated the PAC order, report the offence via NAVMC 11512 to any superior officer in the chain of command

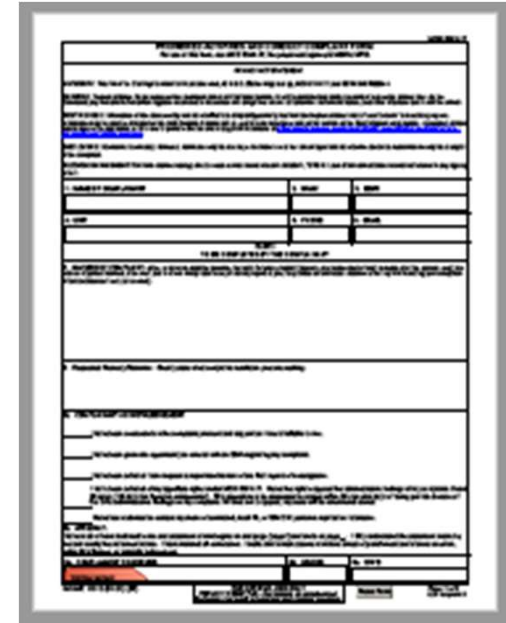
# Violating PAC:

- This Order is a punitive lawful general order.
- Formal and informal actions may be taken such as but not limited to:

Administrative
Command directed Conflict Management
Adverse evaluation report(s)
6105/MARCORSEPMAN counseling entries
Non-judicial punishment
Court Martial
Administrative separation
Non-recommendation for reenlistment
Promotion denial

# Reporting Options

- Chain of Command
- EOR/EOA
- MPE Advice Line
  - (844) 818-1674
- Command IG or IGMC
- Anonymous Reporting via NCIS at
  - <https://www.ncis.navy.mil/Resources/NCIS-Tips/>



NAVMC 11512

# Perceptions/Behaviors Affect a Unit

- Perceptions
- Overt Behaviors
  - Blatant & obvious
- Covert Behaviors
  - Hidden; usually subtle



# Effects of PAC on the Individual

- Physical/Psychological/Emotional harm
- Decreased job satisfaction
- Negative coping behaviors
- Absenteeism
- Decreased resiliency



# Effects of PAC on the Unit

- Loss of trust & *Esprit de Corps*
- Hostile environment
- Diminished organizational effectiveness
- Low retention rates
- Decreased mission readiness



# Effects of PAC on the Service

- Loss of public trust
- Retention and recruitment challenges
- Potential loss of service autonomy
- Decreased resilience and lethality

# Up Next: Video

## Learning Through Experiences

Experiencing: Watching or Listening


Publishing Phase: What did we see in the video, and role play)

Processing Phase: (What patterns did we notice)

Generalization Phase: (What have we learned by going through the experience)

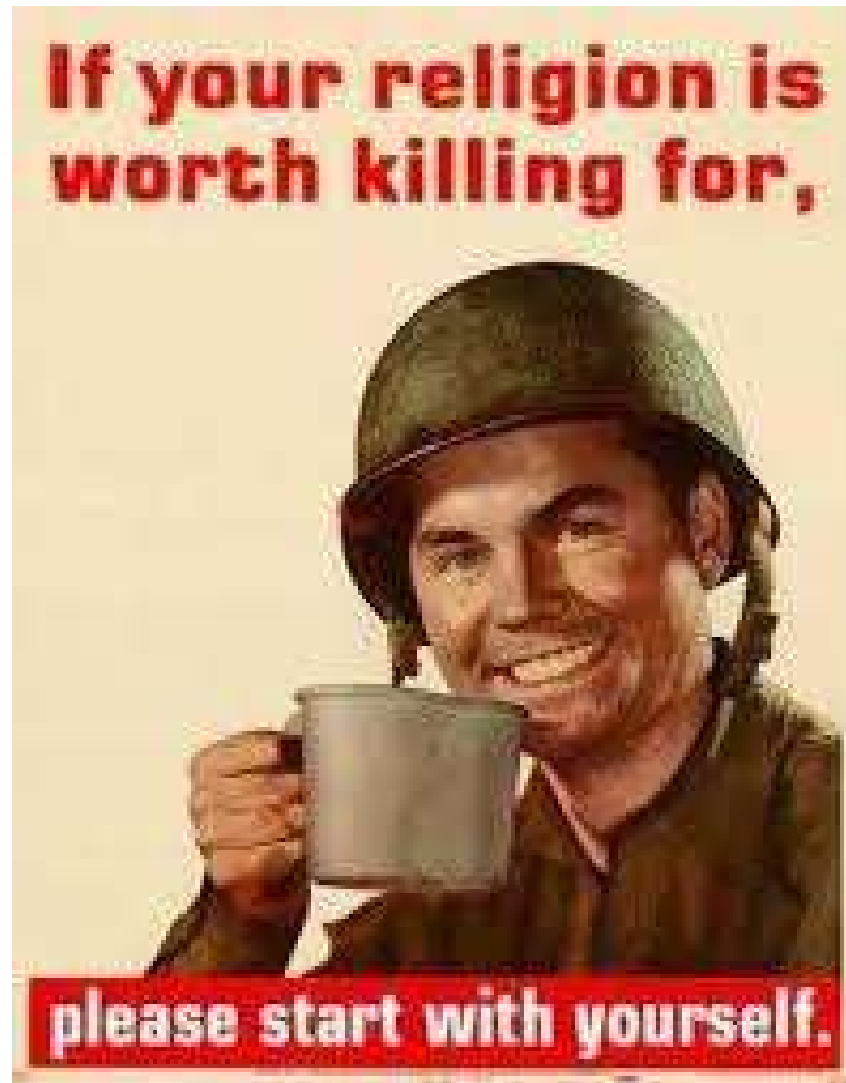
Applying Phase: (Applying what we have learned within our organization)





# GUIDED DISCUSSION

# Identify inappropriate printed materials



**DON'T TREAT WOMEN  
LIKE OBJECTS**



**OBJECTS ARE USEFUL AND  
HAVE VALUE, UNLIKE WOMEN**

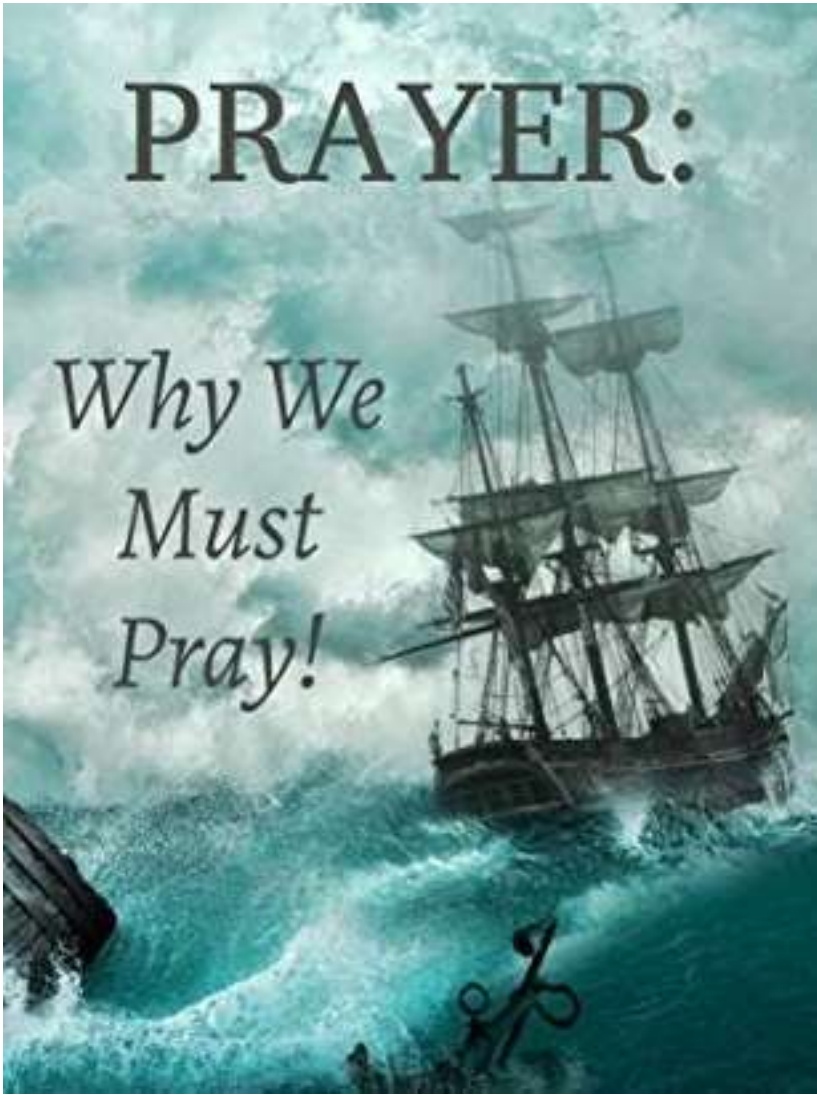
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# Summary

- MEO Program
- Prohibited Activities
- Reporting Options
- Impacts on Readiness

Questions?