

Marine Wing Support Squadron 273 Professionalism and Conduct Policy Statement

There is no place in our Corps for sexual harassment, sexism, discrimination, racism, hazing, bullying, behavior intended to humiliate or tarnish the reputation of another individual, or activities that promote extreme or damaging ideologies.

All Marines have a *right to be treated with dignity and respect*. It is *every Marine's responsibility* to make sure that we treat each other accordingly.

Men and women from all walks of life join the Marine Corps to be a part of something special and a member of the best and most disciplined fighting organization in the world. Too often, the experiences of Marines are ruined because of mistreatment, malicious behavior, and poor leadership. This occurs because of our failure to respect and protect our Marines' basic human rights and who they are as individuals, regardless of rank, sex, ethnicity, or background. When we have unprofessionalism and poor conduct in our unit, our Marines quickly lose faith in their leaders, our unit, and the Marine Corps.



We all need to do our part to prevent poor behavior and poor leadership that violates our Corps' Prohibited Activities and Conduct (PAC) order.

Guidance to leaders:

- I will not tolerate any PAC violations. Any hint, indication, or report of a PAC violation will be addressed and processed swiftly.
- *Foster a climate at all levels in the squadron* where our Marines know their rights as individuals are protected by their leaders.
- Educate your small unit leaders and Marines on professional and proper conduct. If they have questions or see issues, make sure they can confide in you.
- Tailor your leadership approach based on how your Marines need to be led. We are all different and a one size fits all approach to leadership does not always work.

Guidance to all:

- Help one another. If you see something, say something. I promise there will be no reprisal against victims or witnesses.
- Uphold our high standards as Marines. Being a good Marine also means being a good person and good citizen and giving each other the dignity and respect we all deserve.
- Live our core values – honor, courage and commitment – every day.

There are different ways to report PAC violations. Leverage your immediate chain of command whenever possible. You can also request mast or file complaints with our MWSS-273 Equal Opportunity Representative, 2d MAW Equal Opportunity Advisor, or the Inspector General of the Marine Corps. Depending on the severity of the complaint, we can resolve complaints using the informal or formal resolution processes. Regardless of severity, we will take each complaint or report seriously.

PAC violations are detrimental to morale, good order, and discipline. We owe it to each other to stand up for what is right, guarantee every Marine the dignity and respect they deserve, and protect the legacy of our Corps.

A handwritten signature in black ink, appearing to read 'J. W. Britain'.

J. W. BRITAIN
LIEUTENANT COLONEL, UNITED STATES MARINE CORPS
COMMANDING OFFICER, MARINE WING SUPPORT SQUADRON 273