



UNITED STATES MARINE CORPS  
MARINE CORPS INSTALLATIONS PACIFIC  
MARINE CORPS BASE CAMP BUTLER



From: Commanding General, Marine Corps Installations Pacific-Marine Corps  
Base Camp Smedley D. Butler (MCIPAC - MCBB)

To: All Hands

Subj: **COMMANDING GENERAL'S STATEMENT: PERSONAL CONDUCT IN THE MCIPAC TEAM**

1. Our nation holds its Marine Corps in the highest regard as ready patriots who will take on America's toughest challenges. And with that high regard comes high expectations, to include how we treat our military and civilian teammates.

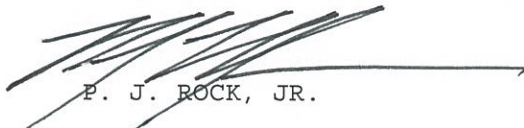
2. Our Corps has clear standards on sexual assault, equal opportunity, equal employment opportunity, and Prohibited Activities and Conduct (PAC) (including sexual harassment, unlawful discrimination, ostracism, bullying, hazing, retaliation, wrongful distribution or broadcasting of intimate images; and certain dissident and protest activity). And for every one of these subjects we have trained professionals who are here to help, including your unit's Equal Opportunity Representative or regional Equal Opportunity Advisor, Equal Employment Opportunity Officer, Sexual Assault Prevention and Response Victim Advocate, our Sexual Assault Response Coordinator, our health care providers, our command chaplains, and as always: your chain of command, including your right to Request Mast.

3. All of the policy and resources are wasted, however, unless leaders at every level commit to maintaining our standards for how we treat our teammates and then educate, lead, and hold every member of the team accountable. Mentoring, to include the example of each leader's own conduct, is priceless. Ensuring each military and civilian teammate has a working knowledge of resources and reporting options is fundamental; this includes PAC/equal opportunity reporting and formal/informal dispute resolution, unrestricted/restricted sexual assault reporting, and establishing confidence in the chain of command such that individuals trust that they will be heard and they will not face retaliation.

4. These standards are neither excessive nor optional, and we will live by them. One of our Nation's great truths is to treat all with dignity and respect regardless of race, color, religion, national origin, age, disability, genetic information, sexual identity, or sexual orientation. Sexual assault is a crime that breaks faith with everything for which our Corps stands. PAC violations are inconsistent with our core values and ethos, and their consequences are punitive.

5. As your Commanding General, my policy is our Corps' policy and my focus is straightforward. While each program has its particular tenets that we will abide by, our efforts to maintain our standards and prevent sexual assault, unequal opportunity, and PAC all flow from the same place: leaders who create and maintain a command climate that accepts nothing less than what we all know is right.

6. Maintaining our high standards is not a battle that once fought, remains won. It is a continual leadership investment that has the by-product of strengthening the character of every Marine, Sailor, and civilian and better preparing them to succeed against our Nation's challenges. At MCIPAC, we will absolutely prevail in this endeavor because succeeding where others fail is our legacy.

  
P. J. ROCK, JR.