



PROHIBITED ACTIVITIES AND CONDUCT POLICY

Marine Corps Air Station Futenma has a proud and distinguished history of applying excellence across every one of its functions to provide the Fleet Marine Force, Joint force, and our Allies and Partners with world class service. Underpinning this support is the dedication, hard work, and professionalism of the Futenma Family – all the Marines, Sailors, Civilians, and family members that make up our installation. You are our greatest strength, and our uninhibited ability to operate as a cohesive team makes us unstoppable. In order to continue our legacy of excellence and for us to remain relevant amidst the complex and dynamic strategic environment we find ourselves in, we must have trust, confidence, and faith in one other. We must be able to count on each other to do our jobs and to do the right thing no matter what, and it all begins with treating each other with the dignity and respect we all deserve.

Marine Corps Order 5354.1F outlines the following behaviors as counter-productive and unacceptable, whether in the workplace or not:

- Sexual harassment
- Prohibited discrimination
- Harassment (non-sexual)
- Hazing
- Bullying
- Dissident activities
- Wrongful distribution or broadcasting of intimate images

Any violation, attempted violation, or solicitation of another to perform the above behaviors are punitive and may result in adverse disciplinary action under the Uniform Code of Military Justice or adverse administrative action to include, but not limited to, processing for administrative separation.

Every individual should be treated in accordance with the standards you would expect and the standards that others expect. To do otherwise destroys cohesion, climate, trust, and the very essence of teamwork. It goes against everything we stand for, and the inherent obligation we share to protect each other. It is what separates us from everyone else; it is what makes us MARINES. There is simply no place for any form of malign behavior toward another person.

POLICY: I direct all hands to become familiar with the definitions of each prohibited behavior outlined in MCO 5453.1F. I will not tolerate these behaviors within this command, and I direct all of you to establish a climate within your sections and work centers that also does not tolerate prohibited activities. Prevention is our first line of defense. Our second line of defense is to hold personnel accountable if prohibited activities do occur. I urge victims and witnesses of prohibited activities to report such instances to your chain of command, MCIPAC Equal Opportunity Advisor, MCAS/H&HS Futenma Equal Opportunity Representatives, or to the Inspector General Hotline immediately. Substantiated cases of prohibited activities will be prosecuted to the fullest extent permitted by Marine Corps policy and the Uniform Code of Military Justice.

MCIPAC Inspector General Hotline

During Work Hours: +81-098-970-3788 / DSN: 645-3788

After Work Hours: +81-098-970-3267 / DSN: 645-3267

Semper Fidelis,

W. C. PACATTE

COLONEL, U.S. MARINE CORPS
COMMANDING OFFICER, MARINE CORPS AIR STATION FUTENMA