

Commanding Officer, Marine Attack Squadron 223

Prohibited Activities and Conduct Prevention and Response



In VMA-223, all members will be afforded equal treatment and opportunity to achieve their full potential based solely upon individual merit, fitness, intellect, and ability. We are all charged with the responsibility for accomplishing and maintaining equal opportunity within the squadron and are expected to promote camaraderie among individuals, regardless of age, color, gender, race, religion, sexual orientation, or national origin. In VMA-223, we will cultivate an environment free from prohibited activities and conduct. **Harassment, including sexual harassment; unlawful discrimination and abuse, specifically, hazing, bullying, ostracism, retaliation; wrongful distribution or broadcasting of intimate images; and, certain dissident and protest activities including supremacist activity are strictly prohibited** as they erode good order and discipline, and negatively affects our ability to accomplish the mission.

Leaders and Supervisors at every level are tasked to establish and maintain an environment free of discrimination and harassment of all kinds. I encourage every member of this Command to do the following:

- Cultivate a climate and culture of dignity, respect, and trust.
- Establish the benchmark of appropriate behavior by modeling and incorporating such behaviors into their daily practices.

Marines who witness or experience discrimination, harassment, or other prohibited activities should use their chain of command as the primary and preferred reporting channel. Other reporting methods include: Squadron Equal Opportunity Representative (EOR), Inspector General (IG), or any law enforcement officer. Additionally, the squadron will conduct an annual Defense Equal Opportunity Management Institute (DEOMI) Organizational Climate Survey (DEOCS) to assess general trends, perceptions, and command climate.

All indications or reports of discrimination, sexual harassment, or other prohibited activities within this Command will be thoroughly investigated and appropriately addressed. Substantiated or repeated incidences will result in administrative and/or punitive action. Furthermore, any reprisal action taken against a reporting Marine, Sailor, or civilian is unlawful, and shall also be investigated and adjudicated via appropriate administrative and/or punitive action. To achieve the intent and vision of this program, an all-hands effort is required; an environment free from prohibited activities and the fostering of unit cohesion, military readiness, and mission accomplishment.

Semper Fidelis,

A handwritten signature in black ink, appearing to read 'Arthur Q. Bruggeman'.

Arthur Q. Bruggeman

Lieutenant Colonel, United States Marine Corps
Commanding Officer, Marine Attack Squadron 223



UNITED STATES MARINE CORPS
MARINE ATTACK SQUADRON 223
MARINE AIRCRAFT GROUP 14
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IN REPLY REFER TO:
5354
CO
6 Jan 20

POLICY LETTER 2-20

From: Commanding Officer, Marine Attack Squadron 223
To: All Hands, Marine Attack Squadron 223

Subj: PROHIBITED ACTIVITIES AND CONDUCT PREVENTION AND RESPONSE
POLICY

Ref: (a) MCO 5354.1E W/CH1

1. ***In VMA-223, all members will be afforded equal treatment and opportunity to achieve their full potential based solely upon individual merit, fitness, intellect, and ability.*** We are all charged with the responsibility for accomplishing and maintaining equal opportunity within the squadron and are expected to promote camaraderie among individuals, regardless of age, color, gender, race, religion, sexual orientation, or national origin. In VMA-223, we will cultivate an environment free from prohibited activities and conduct. ***Harassment, including sexual harassment; unlawful discrimination and abuse, specifically, hazing, bullying, ostracism, retaliation; wrongful distribution or broadcasting of intimate images; and, certain dissident and protest activities including supremacist activity are strictly prohibited*** as they erode good order and discipline, and would negatively affect our ability to accomplish the mission.

2. Leaders and Supervisors at every level are tasked to establish and maintain an environment free of discrimination and harassment of any kind. I encourage every member of this command to do the following:

- a) Cultivate a climate and culture of dignity, respect, and trust.
- b) Establish the benchmark of appropriate behavior by modeling and incorporating such behaviors into their daily practices.

3. Marines who witness or experience discrimination, harassment, or other prohibited activities should use their chain of command as the primary and preferred reporting channel. Other reporting methods include: Squadron Equal Opportunity Representative (EOR), Inspector General (IG), or any law enforcement officer. Additionally, the squadron will conduct an annual Defense Equal Opportunity Management Institute (DEOMI) Organizational Climate Survey (DEOCS) to assess general trends, perceptions, and command climate.

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4. All indications or reports of discrimination, sexual harassment, or other prohibited activities within this Command will be thoroughly investigated and appropriately addressed. Substantiated or repeated incidences will result in administrative and/or punitive action. Furthermore, any reprisal action taken against a reporting Marine, Sailor, or civilian is unlawful, and shall also be investigated and adjudicated via appropriate administrative and/or punitive action. To achieve the intent and vision of this program, an all-hands effort is required; an environment free from prohibited activities and the fostering of unit cohesion, military readiness, and mission accomplishment.



A. Q. BRUGGEMAN