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 specific institutional policy that establishes clear standards
in areas such as equal opportunity, equal employment opportunity, hazing, sexual
harassment, and sexual assault. 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, your Uniform Victim Advocate
and Sexual Assault Prevention and Response Victim Advocate, our Sexual Assault
Response Coordinator, our health care providers, our command chaplains, and last-but-not-least: 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 equal opportunity reporting and
formal/informal dispute resolution, unrestricted and restricted sexual assault
reporting, and establishing confidence in the chain of command such that
individuals trust that they will be heard, their issue taken seriously, and they
will not face retaliation.

4. These standards are neither excessive nor optional. Sexual assault is a crime
that breaks faith with everything for which our Corps stands. 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 harassment and hazing endangers and demeans our
teammates and will not be tolerated, to include when there is the appearance of
victim consent. We, the MCIPAC team, will live by these standards.

5. As your Commanding General, my policy is our Corps’ policy and my focus is
simple. While each program has its particular tenets that we will abide by, our
efforts to maintain our standards and prevent sexual assault, harassment, hazing,
and discrimination 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.