



COMMANDING OFFICER'S POLICY STATEMENT ON PROHIBITED ACTIVITIES AND CONDUCT

The Navy-Marine Corps team is part of the most capable military force in history. The foundation for this force is not some piece of equipment or technology- it is our people. Strengthening this foundation is a fundamental responsibility of leaders at every level and one that I expect every leader to appreciate.

Anything that detracts from our ability to operate as team detracts from our combat effectiveness. Operating as a team requires trust, and trust is built on mutual respect. Leaders at every level will foster an environment that actively strengthens the bonds of trust. Activities or conduct that fail to treat all members of the command with dignity and respect have no place in this unit nor anywhere in the Navy-Marine Corps team.

Discrimination undermines the trust within a unit by bringing the objectivity and impartiality of the leader into question. Discrimination of any kind, whether it be on the basis of gender, color, race, religion, orientation, or national origin has no place in our unit. Bullying, ostracism, hazing, retaliation, or the wrongful distribution of images have no place in our unit. Unit members will not tolerate these activities. Correct infractions promptly and resolve issues at the lowest level. If that effort proves unsuccessful, contact your chain of command or the command's Equal Opportunity Representative or Equal Opportunity Advisor. By promptly reporting these issues, you help me to ensure that corrections are made quickly.

There is a simple test for conduct: the Five-Finger Test. Would you do what you are about to do, or would you do it in the manner you are contemplating if:

1. Your boss (me or the Sergeant Major) was there;
2. Your spouse was there;
3. Your mother, father, or grandparents were there;
4. Your children were going to learn about it; or
5. A news camera was there to record and live-broadcast what you were doing.

If the answer to any of these is "no" then it is a clear sign that the action under question is unacceptable. This simple guideline provides an easy reference and will always point you in the right direction.

❖ Leaders will ensure that they actively foster an environment of high standards and clear expectations focused on the section's mission and operational requirements of the Marine Corps. All members of the unit will be addressed with dignity and respect at all times.

❖ All members of the unit will actively strive to meet and exceed the standards their team needs to be successful in combat. When a team member falls short, seek to understand the cause, provide feedback and instruction, and patiently lead your team to success.

❖ Lead with firmness, fairness and consistency. If you find yourself getting angry or reacting emotionally, it is a good sign that you need to disengage and identify the source of frustration.

Our people are the foundation for our unit's success- let's treat them that way.

DAVID M. BANNING
COLONEL, U.S. MARINE CORPS
COMMANDING OFFICER, HEADQUARTERS AND SUPPORT BATTALION