



Financial Management School Commanding Officer's **Prohibited Activities & Conduct Policy**



The health and well-being of personnel assigned to Financial Management School (FMS), whether mental or physical, are critical to the success of our mission. We have the unique opportunity to train and mentor the future leaders of the financial management community. This opportunity must be cherished and treated with our highest regard. As Marines, we have been instilled with high professional standards of performance, conduct, and discipline since day one. This distinguishing commitment never ceases. We are dedicated to maintaining a culture of dignity, care, and concern in which all members of FMS and the Marine Corps are afforded equal treatment. Our approach will ensure every Marine has the opportunity to achieve their full potential based solely on individual merit, intellect, fitness, and ability. **Prohibited activities involving harassment (including sexual harassment), unlawful discrimination, abuse (hazing, bullying, ostracism, and retaliation), wrongful distribution or broadcasting of intimate images, and certain dissident and protest activity (including supremacist activity) will NOT be tolerated.** Those who violate this policy will be subject to disciplinary or administrative action. These activities, behaviors, and conduct do not align with our Marine Corps values and undermine morale, degrade unit cohesion, reduce combat readiness, and negatively impact performance of the Marine Corps' most vital asset: its people.

We have a responsibility to recognize, prevent, and respond to prohibited conduct. Guarding against these behaviors requires training, education, maturity, and dedicated mentorship to our most vulnerable population, the junior Marines. Every member of this command must know and understand Marine Corps policy regarding prohibited activities and conduct, the informal resolution system, and reprisal prevention. We must reassure all members that complaints reported will be addressed promptly and resolved in accordance with current directives and regulations. At times, we must engage in difficult conversations about these topics across all levels of the command to ensure our intent is clearly communicated. Have these conversations early amongst the staff, with the entry level Marines, and with those who return for the advanced courses. Professional relationships are built upon mutual trust and respect. It is incumbent upon all of us to ensure that the environment here at FMS is welcoming and inclusive.

It is the responsibility of all members of this command, both military and civilian, who witness discriminatory or harassing behavior; to take appropriate action to stop the activity and to immediately report it (in person or anonymously) via the chain of command. If you believe you have witnessed or been a victim of prohibited activities or reprisal, notify your chain of command immediately or contact the Financial Management School Equal Opportunity Representatives Staff Sergeant Caleb Dunbar 910-450-0250 or Staff Sergeant Stephanie P. Moore at 910-450-1104. The Camp Lejeune Equal Employment Opportunity Representative for Civilians at 910-451-5272.

J. M. Mauro

Lieutenant Colonel, United States Marine Corps

Commanding Officer

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