



THE SECRETARY OF THE NAVY
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DEPARTMENT OF THE NAVY INTEGRATED PRIMARY PREVENTION POLICY

Our ability to strengthen maritime dominance relies on our commitment to fostering healthy climates and cultures that strengthen the health of our Naval Forces, optimize performance, and enhance readiness. Foundational to our effectiveness are the everyday behaviors that either contribute to or detract from our mission. Across all levels of leadership, we have the opportunity to empower our teammates through daily actions that convey trust, belonging, and the willingness to change course based on feedback from our leaders, peers, and followers.

Recognizing the integral role of social aspects of performance on mission readiness, the Department of the Navy (DON) is shifting to an integrated primary prevention approach that addresses shared risk and protective factors to mitigate self-directed harm and prohibited abusive or harmful behaviors. We have a responsibility to Service Members, family members, and civilian employees to establish norms for basic respect, equip leaders at all levels to recognize and correct the first signs of harmful behaviors (e.g., basic disrespect, relationship discord, gender discrimination, sexual and racial harassment), and set the conditions for each member of our Naval Forces to thrive.

To maintain a ready and lethal force, I direct the following Integrated Primary Prevention Policy to establish responsibilities for oversight and management in support of a DON-wide integrated primary prevention system that leverages, and where possible, builds upon research-informed prevention approaches related to specific self-directed harm and prohibited abusive or harmful acts. This cross-cutting integrated primary prevention effort will be supported by a dedicated Integrated Primary Prevention Workforce and will facilitate a renewed focus on integrated primary prevention skill-building across the career continuum to enhance force readiness.

Applicability. This issuance applies to Active and Reserve Components (including cadets and midshipmen of the United States Naval Academy and the Naval Reserve Officer Training Corps); DON civilian personnel as authorized by statutory or regulatory policy; Integrated Primary Prevention Workforce; and prevention stakeholders including, but not limited to, DON programs that oversee prevention and response to specific self-directed harm and prohibited abusive or harmful acts, as defined by Department of Defense Instruction (DoDI) 6400.09. Definitions are included in enclosure (1) to clarify terminology used in this instruction.

Policy. This policy establishes and implements core elements of an integrated primary policy prevention system and directs the requirements for programs and services to prevent specific self-directed harm and prohibited abusive or harmful acts, as defined by DoDI 6400.09. Military leaders and prevention personnel must utilize data-informed actions and implement effective development of integrated primary prevention training and intervention strategies. These elements include skill development, protective environments and healthy climates, responsible substance use, family member support, financial readiness, and primary prevention to mitigate self-directed harm and prohibited abusive or harmful acts.

To support this system, military leaders at the headquarters, command, installation, and region level will implement integrated primary prevention systems and core elements of integrated primary prevention as applied to the military context, foster command climates of dignity, respect, and inclusion and encourage a culture of help-seeking throughout the force. Integrated Primary Prevention Workforce personnel at the headquarters, command, installation, and region level will implement the integrated primary prevention systems as applied to the military context and optimize access and usage of available training and resources. These personnel will also identify, implement, and evaluate research-informed prevention programs, policies, and programs effectively and in collaboration, as appropriate, with individuals or entities responsible for prevention or resiliency programming and other relevant oversight entities in accordance with federal laws and applicable regulations.

Integrated Primary Prevention Workforce. A dedicated Integrated Primary Prevention Workforce, including hiring and training, will serve as the anchor to effective implementation of an integrated primary prevention system. An Integrated Primary Prevention Workforce recruitment strategy shall be established that: 1) identifies industry, government, non-profit, and university partners for meeting DON Integrated Primary Prevention Workforce goals; 2) generates the broadest pool of qualified applicants by including critical populations for optimizing cultural competence consistent with Executive Order 14035 (i.e., military spouses, veterans, and underserved populations that are typically not represented and are based in racial, ethnic, gender identities, and sexual orientation); and, 3) informs a pilot program for creating a talent pipeline to meet long-term prevention workforce goals.

Training for the Integrated Primary Prevention Workforce personnel must include the development of protective environments and healthy climates, prevention of behaviors that occur across the continuum of harm, specific procedures for supporting prevention systems across the enterprise, and the skills needed high-performing teams to include the promotion of trust, psychological (emotional) safety, respect, and belonging. DON Office of Force Resiliency, Office of the Chief of Naval Operations N17, Commander, Navy Installations Command, and Headquarters Marine Corps Marine and Family Division shall be responsible for oversight of training content and ensuring consistency of training across applicable victim service providers for the DON, United States Navy and United States Marine Corps, respectively.

Rescission. This policy will remain in effect until the publication of DON Policy on Integrated Primary Prevention of Self-Directed Harm and Prohibited Abuse or Harm.



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ENCLOSURE (1) – DEFINITIONS

1. **Integrated primary prevention.** Prevention activities that simultaneously address multiple self-directed harm and prohibited abusive or harmful acts or the inclusion of prevention activities across self-directed harm and prohibited abusive or harmful acts into a cohesive, comprehensive approach that promotes unity of effort, avoids unnecessary duplication, and lessens training fatigue.

2. **Prohibited abuse or harm.** Behaviors characterized by the intentional use of physical force or power, threatened or actual, against a person or group that results in or has a high likelihood of resulting in injury, death, psychological harm, mal-development, or deprivation. It includes such behaviors as sexual assault, domestic abuse, and harassment, (the latter of which includes sexual harassment, discriminatory harassment, cyber-harassment, bullying, retaliation, hazing, and stalking), and self-directed and interpersonal violence. In this issuance, prohibited abusive and harmful acts do not include forms of violence that may be required as part of the Profession of Arms. Military Services have flexibility in how this is termed or referenced within their Service policies.

3. **Sexual assault.** Intentional sexual contact characterized by the use of force, threats, intimidation or abuse of authority or when the victim does not or cannot consent. As used in this policy, the term includes a broad category of sexual offenses consisting of the following specific Uniform Code of Military Justice (UCMJ) offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these offenses.

4. **Sexual harassment.** Conduct that: (1) involves unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when: (a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (b) submission or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (c) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment; (2) is so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the environment as hostile or offensive; or (3) any use or condonation, by any person in a supervisory or command position, of any form of sexual behavior to control, influence, or affect the career, pay, or job of a member of the Armed Forces or a civilian employee of the Department of Defense (DoD); (4)) any deliberate or repeated unwelcome verbal comments or gesture of a sexual nature by any member of the Armed Forces or a civilian employee of the DoD. Sexual harassment includes violations or attempts to commit sexual harassment under Article 134, UCMJ.

5. **Domestic abuse.** Domestic violence or a pattern of behavior resulting in emotional or psychological abuse, economic control, and/or interference with personal liberty that is directed toward a person who is one or more of the following: (1) a current or former spouse; (2) a person with whom the abuser shares a child in common; (3) a current or former intimate

partner with whom the alleged abuser shares or has shared a common domicile; or (4) a person who is or has been in a social relationship of a romantic or intimate nature with the accused and determined to be an intimate partner (as defined in DoDI 6400.06, *DoD Coordinated Community Response to Domestic Abuse Involving DoD Military and Certain Affiliated Personnel*). Domestic abuse includes violations or attempts to commit domestic violence under Article 128b, UCMJ.

6. **Retaliation**. An umbrella term encompassing illegal, impermissible, or hostile actions taken by the chain of command or peers/coworkers as a result of making or being suspected of making a protected communication (e.g., a report of sexual assault or a complaint of sexual harassment).

7. **Prohibited discrimination**. Discrimination, including disparate treatment, of an individual or group on the basis of race, color, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation that is not otherwise authorized by law or regulation and detracts from military readiness.