COMNAVRESFOR INSTRUCTION 6500.1

From: Commander, Navy Reserve Force

Subj: TOUGHNESS AND RESILIENCY PROGRAM POLICY

Ref: (a) OPNAVINST 1752.1
(b) OPNAVINST 1752.2
(c) OPNAVINST 1720.4
(d) OPNAVINST 5354.1
(e) OPNAVINST 5300.13
(f) COMNAVRESFORINST 1752.1
(g) Command Resilience Team (CRT) Guide

Encl: (1) Toughness and Resiliency Team Members
(2) Toughness and Resiliency Reports and Deliverables
(3) Annual Navy Destructive Behavior Events and Programs

1. Purpose. To establish policy, guidelines, procedures, and assign responsibilities for Commander, Navy Reserve Forces (COMNAVRESFOR) Toughness and Resiliency (TR) and to establish a Toughness and Resiliency Team (TRT) at the echelon 2 level.

2. Scope. This instruction applies to all Active and Reserve Component organizations and personnel, including Individual Augmentee personnel under COMNAVRESFORCOM administrative control. This instruction, in conjunction with references (a) through (g), outlines the requirements necessary to combat destructive behaviors in the Navy Reserve.

3. Background

   a. The mission of the Navy Reserve is to deliver strategic depth and operational capability to the Department of the Navy (DON) and Joint Forces.

   b. To enable the service of our Sailors, we need to ensure that they are mentally and physically ready.

   c. Our Sailors and their families are the source of our war fighting capability. The TRT program will focus on the physical, psychological, and behavioral domains described in DON’s 21st Century Sailor and will focus specific attention to combatting destructive behaviors.

   d. The TRT is designed to provide the commander with information and insight into concerns of Reserve Force personnel in order to implement positive measures to promote well-being and resilience.
4. Discussion

a. As a Force provider to the Combatant Commanders, the Navy Reserve is committed to deploying ready, capable, and resilient Sailors to fulfill our country’s warfighting needs. COMNAVRESFOR will ensure that our Sailors are provided cutting edge approaches and resources by means of an integrative TR program. While the knowledge and tools gained in these individual destructive behavior programs is valuable, the combined program data analytics is an invaluable resource in our behavior learning continuum and will serve to influence the policies, programs, practices, and processes of the Navy Reserve.

b. The TRT will combat destructive behavior by ensuring an integrated evidence-based approach to increase awareness and understanding of stress and ways to mitigate its effects; coordinating leadership and destructive behavior experts to build a culture supportive of help seeking behaviors; providing practical tools; and making appropriate training and resources available.

c. Building resilience and mitigating destructive behaviors is a leadership responsibility that directly impacts our warfighting readiness and the effectiveness of our Navy. The Navy’s vision is to develop an environment in which all officers and enlisted personnel are trained and motivated to personally manage their behaviors.

5. Responsibilities

a. The Force Sexual Assault Prevention and Response (SAPR) Officer shall serve as the Toughness and Resiliency Officer (TRO). COMNAVRESFOR TRT members are listed in enclosure (1).

b. The TRT will meet monthly at COMNAVRESFORCOM headquarters and review policy, applicability, and seek solutions for identified areas of concern across the Reserve Force. The TRT shall report to and work with the TRO for all reports and deliverables and guidance concerning TR programs and policy.

c. Each team member is directed to identify areas of required attention and potential shortfalls, and develop and implement solutions. Enclosures (2) and (3) provide reports required and annual Navy TR events and programs.

(1) The list is not all-inclusive and team members are encouraged to seek out and implement programs and policies tailored to needs of the Force.

6. Records Management. Records created as a result of this instruction, regardless of media and format, must be managed per Secretary of the Navy Manual 5210.1 of January 2012.

7. Review and Effective Date. Per OPNAVINST 5215.17A, COMNAVRESFOR will review this instruction annually around the anniversary of its issuance date to ensure applicability, currency, and
for 10 years, unless revised or cancelled in the interim, and will be reissued by the 10-year anniversary date if it is still required, unless it meets one of the exceptions in OPNAVINST 5215.17A, paragraph 9. Otherwise, if the instruction is no longer required, it will be processed for cancellation as soon as the need for cancellation is known following the guidance in OPNAV Manual 5215.1 of May 2016.

I. W. LUSCHER
Deputy

Releasability and distribution:
This instruction is cleared for public release and is available electronically only via COMNAVRESFOR Web site, http://www.public.navy.mil/nrh/Pages/instructions.aspx
COMNAVRESFOR TOUGHNESS AND RESILIENCY TEAM MEMBERS

**Toughness and Resiliency Officer:** Force SAPR Officer

**Team Members:**
- COMNAVRESFOR Command Climate Specialist
- COMNAVRESFORCOM Command Climate Specialist
- COMNAVRESFOR Equal Employment Opportunity Manager
- COMNAVRESFOR Equal Employment Opportunity Specialist
- Force Family Advocacy Program Manager
- Force Suicide Prevention Manager
- Force Alcohol and Drug Abuse Prevention and Control Manager
COMNAVRESFOR TOUGHNESS AND RESILIENCY REPORTS AND DELIVERABLES

Force Sexual Assault Prevention and Response Officer:
SAPR Annual Report to Congress
Annual Force SAPR Training
Quarterly SAPR Statistics Report to OCNR
Quarterly Inspector General (IG) Command Assessment Reports
Monthly OCNR Smart Card Inputs
Monthly SITREP Trend Analysis and Recommendations
As Needed First Flag Interviews
As Needed USFF Fleet Resilience and Toughness ESC Deliverables

CNRF/CNRFCEqual Opportunity Specialists:
Annual Equal Opportunity (EO) Reports
Annual Force EO Training
Quarterly EO Reports
Quarterly IG Command Assessment Reports
Quarterly CMEO Conference Call
Monthly OCNR Smart Card Inputs
Monthly SITREP Trend Analysis and Recommendations
As Needed Report (Anonymous, Formal, Informal) Reviews
As Needed High Level Sufficiency Report Reviews
As Needed Command Assessment Face-to-Face Debriefs
As Required IG Assist Visits

CNRF Equal Employment Opportunity Specialists:
MD-715 Annual Report
Quarterly IG Command Assessment Reports
Monthly SITREP Trend Analysis and Recommendations
As Needed Civilian Focus Group Feedback Reports

Force Suicide Prevention Manager:
Annual Suicide Awareness Campaign Plan
Annual Force Suicide Prevention Training
Quarterly IG Command Assessment Reports
Monthly OCNR Smart Card Inputs
Monthly SITREP Trend Analysis and Recommendations
Monthly Suicide and Suicide Related Behavior (SRB) Inputs to USFF
As Needed Case Information for OPNAV (N171)
As Needed SAIL Program Referrals
As Needed USFF Fleet Resilience and Toughness ESC Deliverables

Enclosure (2)
Force Alcohol and Drug Abuse Prevention and Control Manager:
Quarterly Drug and Alcohol Reports to Force
Quarterly IG Command Assessment Reports
Monthly SITREP Trend Analysis and Recommendations
As Needed Training and Resources Distribution to Force
As Needed Liaison with OPNAV N170 for Case Determination and Updates
ANNUAL NAVY DESTRUCTIVE BEHAVIORS EVENTS AND PROGRAMS

Force communication initiatives and products will be tied to the annual U.S. Navy mandated resiliency months.

April
Sexual Assault Awareness and Prevention Month (SAAPM)
Theme: Protecting Our People Protects Our Mission

In the late 1980s, the National Coalition Against Sexual Assault (NCASA) informally polled state sexual assault coalitions to determine the preferred date for a National Sexual Assault Awareness Week. A week in April was selected. By the late 1990s, many advocates began coordinating activities and events throughout the month for sexual violence awareness and prevention activities. Sexual Assault Awareness and Prevention Month was first observed nationally in April 2001. In 2009, President Obama was the first U.S. President to proclaim April as Sexual Assault Awareness and Prevention Month. This month should be used to underscore the Department of the Navy’s (DON) commitment to reinforce the importance of prevention and intervention, responding to and providing compassionate support to victims, and overall, creating an environment of true dignity and respect for all our Sailors and Marines.

Child Abuse Prevention Month
Theme: Keep Them Safe Campaign

In the early 1980s, the U.S. Congress recognized the need for innovative programs to prevent child abuse and neglect and to assist parents and families affected by maltreatment. In 1983, Congress proclaimed April as National CAPM and designated it as a time for our nation to remember child fatality victims and survivors of abuse and neglect. Since April is the optimal time to reflect on the well-being of children, we are able to further heighten awareness around child safety by celebrating the month of the military child. The celebration reinforces DON commitment that all children deserve to be safe, nurtured, and cherished. Each year the Family Advocacy Program develops an enterprise-wide CAPM Campaign that serves as a prevention strategy that:

1. Reminds Sailors, Marines, and their families that Child Abuse and Neglect negatively impacts the Fleet’s mission and our war fighting capability.

2. Reminds the military community that all adults play a significant role in child abuse and neglect prevention.

3. Creates awareness that child abuse and child neglect is a public health and family issue.

4. Reinforces the Navy’s and Marine Corps’ commitment to prevent and eliminate child abuse from...
the DON and our joint base communities.
https://www.childwelfare.gov/topics/preventing/preventionmonth.

**September**

Suicide Prevention Month
Theme: “Every Sailor, Every Day”

(1) Since 1974, the American Association of Suicidology has recognized the week of 10 September as National Suicide Prevention Week. Since 2012, the DoD has expanded this effort, devoting the entire month of September to promoting sustainable community-wide approaches to suicide prevention education and awareness.

(2) The Navy uses Suicide Prevention Month as a launch-pad for continuous engagement throughout the year, providing Sailors, leaders, commands, and families with the tools to effectively navigate through stressful times while supporting help-seeking behavior. Supporting resources and communications are available at http://www.public.navy.mil/bupers-ppc/support/21st_Century_Sailor/suicide_Prevention/spmonth/Pages/default.aspx to support commanders and unit Suicide Prevention Coordinators tailoring local initiatives.

**October**

Domestic Violence Awareness Month
Theme: TO BE ANNOUNCED

(1) In 1989, the U.S. Congress passed Public Law 101-112 designating October of that year as National Domestic Violence Awareness Month (DVAM). The observance not only gives us an opportunity to raise domestic violence awareness, but to inform Service Members and their families about domestic violence prevention efforts as well as reporting options for victims.

(2) Commands are strongly encouraged to integrate short key leadership messages into their monthly training plans and participate in local DVAM events sponsored by the Fleet and Family Support Center (FFSC). To facilitate the delivery of DVAM messaging and obtain events materials, and Plan of the Day/Plan of the Week notes, contact your local FFSC, Family Advocacy Manager.

(3) The 2017 observance of DVAM will emphasize addressing domestic violence as a shared community responsibility to prevent, recognize, and report domestic violence. The observance will feature military and civilian resources available to support victims, plan for safety, and rehabilitate offenders.