



UNITED STATES NAVY

EXTREMISM STAND-DOWN

COMMANDER ENGAGEMENTS
WITH ALL SERVICE MEMBERS

DISCUSSION GUIDE FY21
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Overview

This Discussion Guide is designed to prepare Navy Command Triads to conduct DoD-Directed Extremism Stand-Down training.

The Navy's leadership plays a significant role in preventing Extremism in the Ranks, particularly in the creation and sustainment of command climates which discourage and hold accountable such behavior and promote a culture of respect, trust and professionalism in the Force.

Background

This Discussion Guide is intended to provide Command Triad and Training Facilitators a stand-alone product for use in successfully completing a Total Force Stand-Down to address extremism in the ranks as directed by the Secretary of Defense (SECDEF) and in compliance with Secretary of the Navy (SECNAV) and Chief of Naval Operations (CNO) guidance.

This Guide will assist facilitators in eliciting thoughtful reflection and discussion within the training audience. Optional slides can provide added context during the training (but are not required). A full list of references is available at the end of this Discussion Guide. While this Guide is intended to assist training facilitators in anticipating and responding to questions, many questions may be fact-specific and better addressed by connecting personnel with policy and/or chain of command resources. Redoubling our efforts through this Stand-Down is just one of many tools through which we strengthen the core of our Navy – Our People and our Core Values of Honor, Courage and Commitment.

As leaders we must continue to foster and encourage the Signature Behaviors highlighted most recently by Task Force One Navy (TF1N). We must also ensure each Sailor and Civilian has no doubt that the corrosive behaviors addressed in this Stand-Down are contrary to our Navy's Culture of Excellence where inclusion and diversity enable our Navy's warfighting advantage.

SECDEF directed a mandatory DoD-wide Stand-Down to be completed no later than April 6, 2021. Toward this end, commanders and leaders at all levels will personally engage with their military and Civilian Shipmates on Extremism in the Ranks to demonstrate the criticality of ensuring a climate of dignity and respect necessary in every workplace across the DoD. Our imperative is to strengthen professionalism, respect and trust within our Navy.

Strategy

In his February 9th, 2021 Message to the Fleet Regarding Extremism, the CNO sent a clear message: "As a Navy - uniform and Civilian, active and reserve - we cannot tolerate extremist behavior of any kind, and must engage in open and honest conversations with each other and take action . . . If we don't eliminate extremist behaviors from our Navy, then racism, injustice, indignity, and disrespect will grow and continue to keep us from reaching our potential - an inclusive, respectful, professional fighting force that answers the Nation's call. If we must first question the intentions of our Shipmate standing the watch with us, now, and especially, when taking fire, we will fail when the Nation needs us most in combat."

This Stand-Down is a critical opportunity to listen, learn and improve. What follows **must be** Command Triad-Led (Increment 1) and Small Group Break Out (Increment 2) discussions about what it means to be a leader, to

live and exhibit honor, to demonstrate moral courage to self and Shipmates and to commit to ourselves, each other, our Nation and our shared values. The Command Triad **SHALL** conduct the Stand-Down in its entirety and ensure the message is the same from Seaman to Admiral.

Course Goals

This training emphasizes that positive culture change and eradication of Extremism in the Ranks, both in individual commands and throughout the Navy, is every Sailor's responsibility. In particular, this Stand-Down moves the discussion and focus forward to the core of this issue. The discussion points should elicit open, frank and even difficult discussion. This is both intended and encouraged.

Stand-Down Objectives

On conclusion of this Stand-Down, Sailors should better understand their individual and collective responsibility to prevent Extremism in the Ranks.

- **Increment 1 (Triad-led) – Leadership Expectations:**

- Discuss why we are here, read excerpts from SECDEF Austin's February 5, 2021 Memo, Subject: Stand-Down to Address Extremism in the Ranks, Leadership Stand-Down Framework and watch corresponding SECDEF Video.

Note: If Video can't be shown during stand-down link must be provided to All-Hands for viewing video in advance of training.

- Read CNO's Message to the Navy and NAVADMIN 044/21 (Stand-Down to Address Extremism in the Ranks)
- Discuss Meaning of Oath of Office/Enlistment
- Discuss Options for Reporting Actual or Suspected Extremist Behavior

- **Increment 2 (Small Group) – What Sailors Need to Know (Baseline Definitions):**

- Be able to understand the problem of Extremism in the Navy and identify problematic behavior
 - Governing Regulations
- Provide tangible examples/understanding of real things our command has done or can do to get ahead of identifying/eradicating this problem
- Understand the difference between Signature (model) Behaviors versus Prohibited Behavior, and how each can strengthen or weaken a professional work environment. Discuss:
 - Signature (Model) Behaviors of 21st Century Sailor
 - Prohibited Behavior
 - Permissible Political Activities
 - Prohibited Political Activities
 - Permissible/Recommended Social Media Practices
 - Prohibited Social Media Practices
 - Frequently Asked Questions – Facilitated Discussion
- Understand the concepts / definitions of:
 - Extremist Group
 - Supremacism
 - Prohibited Behavior

- Prohibited Discrimination

Stand-Down Format

This course is composed of two increments, each involving a facilitated discussion. Increment 1 (Command Triad-Led) will focus primarily on DoD, Navy and leadership guidance and the importance of our oath. Increment 2 will be comprised of Team-facilitated small group break-out discussions.

Success of the training rests entirely on the Command Triad's commitment to delivering quality, professional training that engages all levels of leadership – Seaman to Admiral – in the discussion on Extremism in the Ranks.

The estimated length of this training is 90 minutes. However, training may continue beyond the allotted time. Encourage productive discussion for as long as time allows.

- Facilitated Discussion:
 - Increment 1 (Command Triad-Led) – 30 Minutes
 - Increment 2 (Small Group Break-outs) – 60 Minutes

Set-Up and Equipment Needs

All commands can access the Navy Extremism in the Ranks Stand-Down Discussion Guide, Training Slides and other supporting material from the Chief of the Naval Personnel (CNP) Department Exclusives Page at: <https://www.navy.mil/Leadership/Chief-of-Naval-Personnel/CNP-Department-Exclusives/>

Facilitators

The Command Triad **SHALL** conduct the Stand-Down (Increment 1) in its entirety with support from the Command CMEO Team and command JAGs (where assigned) and ensure the message is the same from Seaman to Admiral. Stand-Down (Increment 2) will consist of small group sessions led by a team of one mid-grade officer O-3/O-4 or Civilian equivalent and one senior enlisted member E-7/E-8/E-9 or Civilian equivalent whenever feasible. Increment 2 will ideally be conducted on the same day as Increment 1, but may be conducted the following day if same day completion is not feasible due to command complement or available technology. The message conveyed during Increment 2 is the same from Seaman to Admiral. The success of this training depends on prepared leaders with the motivation and skill to get Sailors to reflect and speak frankly and openly about this topic.

A group of 10-20 training participants is ideal for facilitated discussions. **Commands must certify compliance with COVID-19 precautions**, including current CDC guidance, in post-Stand-Down completion reports up the chain of command.

Recommend key leaders and stakeholders such as the command CMEO Team, JAG and Chaplain participate to the maximum extent possible.

Preparation

Format of the Discussion Guide

This Guide is not designed to be a rigid script. Rather, it is designed to equip Command Triads/Small Group Break-out Facilitators with thought-provoking questions about Identification, Prevention and Proper Response to Prohibited Behaviors through meaningful discussion. The Guide is composed of facilitated information/questions that follow the Command Triad intro. The Guide includes the following prompts, allowing the Command Triad to tailor the discussion to the command:

- *Script:* The script provides Command Triads with informative and compelling statements to launch discussions
- *Questions:* The questions in each increment are designed to elicit thoughtful discussion from the group. Command Triads/Small Group Break-out Facilitators should use these questions to explore their training audience's awareness and levels of understanding about Prohibited Behavior in the Ranks, identify topics or beliefs that may need to be addressed, and determine areas in which further education may be beneficial.
- *What to listen for:* These are responses the Command Triad should be hearing and encouraging from the group. That said, the group may provide responses ranging from the expected to the surprising or even shocking. Command Triads should set an inclusive tone allowing Sailors to generate original ideas and responses.
- *Bulleted points:* The Command Triads should ensure discussions address each bullet point as these points comprise core aspects of this training.
- *Anchor points:* Instructional information the facilitator might find useful. They reinforce the bullet points and clarify major themes and are indicated with the following graphic:



“Do’s and Don’ts” of Facilitation

- **Do** ensure everyone in the room can hear the discussion. Repeat questions and comments that may have been spoken too quietly for others to hear.
- **Do** be alert to statements about Prohibited Behavior (Extremism in the Ranks) which rely on inaccurate or misleading assumptions, misperception or myth. Correct these inaccuracies in a resolute, respectful manner.
- **Do** refer to SECDEF and CNO messages to emphasize DoD and Navy leadership’s talking points.
- **Do not** allow only a few participants to dominate the conversation.
- **Do not** let the group stray off topic. Keep the conversation focused.
- **Do not** speculate or guess if you do not know how to answer a question about statistics, resources, law or policy. Offer to research the question and provide an answer later and explain your plan for following up.

- **Do not disclose or permit discussion of** current or prior misconduct investigations, including details about alleged or suspected incidents. Illustrative “schoolhouse” training scenarios can elicit appropriate discussion while avoiding impermissible disclosure of sensitive or protected information.
- **Do** strongly reinforce the Navy’s policy and values (e.g. Signature Behaviors, inclusion, respect and accountability). See Commander’s Guidance immediately below.

Commander’s Guidance

- As leaders and mentors, we must cultivate a professional work environment.
- The Navy will not tolerate supremacist or extremist behavior.
- Illegal discrimination of any kind, for any reason is corrosive to unit cohesion, violates the Navy’s core values and will not be tolerated . . . whether you are a Seaman, an Admiral or a Navy Civilian.
- We must provide a climate in which we treat everyone with dignity and respect.
- Sailor/Civilian participation in supremacist or extremist activities is directly contrary to professionalism standards which all members of our Navy’s Total Force must follow.
- We will investigate reports of misconduct and those found in violation of law or policy will be held appropriately accountable.

Recommended Command Triad Stand-Down Preparation

- Review Facilitator Guide, Training Slides and supporting products for familiarity.
- Review SECDEF’s February 5, 2021 Memo (Stand-Down to Address Extremism in the Ranks) and corresponding video/transcript.

Note: If Video can’t be shown during stand-down link must be provided to All-Hands for viewing video in advance of training.

- Review SECNAV’s ALNAV 010/21 (Stand-Down to Address Extremism in the Ranks).
- Review CNO’s message to the Fleet Regarding Extremism (www.navy.mil).
- Review NAVADMIN 044/21 (Stand-Down to Address Extremism in the Ranks).
- Study available materials addressing command climate (e.g. recent command climate surveys or similar documents) in order to best connect with your Sailors and appreciate challenges from their perspective.
- After reviewing this facilitation guide, formalize your plan for selection of Small Group Training Facilitators and your command guidance for execution of this training.
- Facilitating a discussion like this is complex, and will be difficult to do the first time, live in front of your crew. Thorough review of the material prior to training is a must.



A dry run through of the Facilitation Guide with a select audience is **HIGHLY RECOMMENDED prior to delivering command training.**

DISCUSSION GUIDE (INCREMENT 1) – COMMAND TRIAD

❖ LEADERSHIP EXPECTATIONS

[Triads will tailor to fit their unit. The below are included as optional (example) focus points]

- *I want to personally thank you for all the sacrifices you and your families have made while serving your country. Your sacrifice has been made all the greater as we maintain a remarkably high operational tempo during a worldwide COVID-19 pandemic. We are proud to serve with you.*
- *While the vast majority of our Navy, active duty and civilian, does the right thing, it only takes the misconduct of a few to risk eroding trust in our Shipmates and our Navy.*
- *Extremist behavior is contrary to our Navy values and harms us all. Nearly all of you “get” this. A very small percentage do not understand its importance or are not following their moral compass. We must have a culture where this is part of who we are and we act accordingly.*
- *We expect military Service members and DoN civilian employees to be guided in their actions by a professional ethic that prioritizes the team, the mission, and the Nation. You are essential to our success and we need you on our team.*
- *Never forget that being on our team is an honor and a privilege. You serve one of the most-respected institutions in America and that comes with added responsibilities and obligations. You are held to a higher professional standard and must set the example in all that you say and do. Many of you serve in positions of trust, with access to classified information or in sensitive positions.*
- *All of you are expected to do the right thing, to look after each other, and to work together to overcome whatever challenges the mission presents.*
- *Prohibited discrimination of any kind, for any reason, violates the Navy’s core values and will not be tolerated within our ranks.*
- *Leadership is about creating an environment that encourages open communication from HQ to bridges to divisional workspaces.*

❖ SCRIPT – OVERVIEW (Supplemental Slide 2-3)

[Triads will read excerpts from SECDEF Austin’s February 5, 2021 Memo and then play SECDEF video]

- ***On February 5, 2021 Secretary of Defense Austin released a Memo to Address Extremism in the Ranks of our Military Components. His Memo highlights were:***

[Triads can tailor to include provisions which resonated with them most. At a minimum the below bullets will be included in facilitated discussion]

- ***“We took an oath to obey the law, support and defend the Constitution”***
- ***“Without question, the vast majority of the men and women of this Department serve with honor and uphold our core values.”***
- ***“Service in the DoD is a privilege that comes with added responsibilities and obligations”***
- ***“We will not tolerate actions that go against the fundamental principles of the oath we share, including actions associated with extremist ideologies.”***
- ***Secretary of Defense Austin also released a video and Leadership Stand-down Framework. Additional highlights include (Read Verbatim):***
 - ***The vast majority of the men and women in the United States military and those who serve the Department of Defense as civilian employees perform their duties and responsibilities with integrity, and do not support racially and ethnically motivated violent extremists, including white supremacists, and other domestic terrorists such as anti-government violent extremists. However, recent events have shown that we must be ever vigilant in our efforts to identify and combat such ideology within the ranks and organizations.***
 - ***Duty to Reject: Service members and DoD civilian employees must reject participation in such activities. With regard to Service members, Department policy makes clear that commanders have the authority to employ the full range of administrative and disciplinary actions, including involuntary separation, dismissal, or even appropriate criminal prosecution against those who actively engage in such activity. Supervisors and leaders of all ranks must also take action to maintain good order and discipline and root out extremism.***
 - ***Recruitment: Extremist organizations and individuals often target current or former military members or DoD civilian employees for recruitment because of their unique military skills, knowledge, and abilities, as well as to gain legitimacy for their cause. Service members and DoD civilian employees must be vigilant of these efforts.***

❖ PLAY SECDEF VIDEO (Supplemental Slide 4)

❖ READ VERBATIM – CNO MESSAGE TO THE NAVY

CNO Message to the Fleet Regarding Extremism 09 Feb 2021

Shipmates, I am certain the vast majority of men and women in the United States Navy serve with honor, character, and integrity. But we cannot be under any illusions that extremist behaviors do not exist in our Navy.

Just in the past few weeks, there have been two separate incidents where symbols of hate and violence were anonymously left in living areas aboard ships in our Fleet. The chain of command took both of those incidents seriously and immediately launched investigations, which are ongoing.

But there is more we must do, together, because these symbols are contrary to our Navy culture, core values, and warfighting effectiveness.

As directed by the Secretary of Defense and across the Fleet, each command will conduct a stand down by April 6, 2021, to address extremism within our ranks. We must better understand the scope of the problem, get after this issue, and eliminate conduct that is driven by extremist beliefs. No doubt, this is a leadership issue. We will own this.

As a Navy, uniform and Civilian, active and reserve - we cannot tolerate extremist behavior of any kind, and must engage in open and honest conversations with each other and take action. Leaders at all levels must lead by example. You must set the tone. You must model correct behavior 24/7/365 in person and online.

We also have a responsibility to educate, and inspire those in the Navy, those coming into the Fleet, and those leaving our service, that extremist behavior is unacceptable. Hate and extremist ideology are wedges that divide us. These actions stoke resentment and tear others down. That's the opposite of how we will treat each other as Shipmates. We build each other up, we encourage each other, and we celebrate our Shipmates' success.

If we don't eliminate extremist behaviors from our Navy, then racism, injustice, indignity, and disrespect will grow and continue to keep us from reaching our potential - an inclusive, respectful, professional fighting force that answers the Nation's call. If we must first question the intentions of our Shipmate standing the watch with us, now, and

especially, when taking fire, we will fail when the Nation needs us most, in combat.

*Some Sailors may think their voices do not matter right now, or feel frustrated seeking to be seen and be heard. But **let me be clear**, each of your voices matter. This Stand-Down is another in our efforts to listen, to learn, and to improve.*

Now is the time for us to come together and be guided by a strong moral compass. We must eliminate extremist behavior and its corrosive effects on our fighting force. And we must remember that we swear an oath to support and defend the Constitution above all else.

Today, and every day, our Navy must be a shining example of an organization centered on respect, inclusive of all.

Simply put, we must demand of each other that we treat everyone with dignity and respect. That is how we will become a stronger Navy.

❖ **SCRIPT – OATH OF OFFICE/ENLISTMENT DISCUSSION (Supplemental Slides 5-7)**

- *Today we take a stand. Today, each of us as Sailors and leaders will commit to eliminating extremist behavior.*
- *We are all linked by our desire to serve and the bond that was cemented when we took our Oath of Office/Enlistment -- whether it was our first oath at a Military Entrance Processing Station in our home state or our last oath while re-enlisting -- the meaning and commitment has not changed.*
- *Oaths of Office/Enlistment: To Support and Defend the Constitution of the United States against all enemies foreign and domestic.*
- *Consider these specific Constitutional provisions that we support and defend:*
 - *Everyone is entitled to equal protection of the laws. This means the government, including the Navy, cannot discriminate on the basis of race, creed, color, religion, sex (including gender identity), national origin or sexual orientation.*
 - *Everyone possesses the First Amendment rights of free exercise of religion, freedom of speech and peaceful assembly, however these important rights are not unlimited in their protections.*

- *Speech that incites violence or criminal activity that threatens to undermine our government and Constitution is not protected by the First Amendment.*
- *While not subject to military law, DON Civilians must refrain from speech that qualifies as true threats, speech that incites imminent lawless action or immediate breach of the peace, or otherwise violates DON Equal Employment Opportunity policy.*
- *Vandalizing government property and storming a police barrier is not an exercise of First Amendment rights.*
- *Similarly, speech in the workplace that interferes with the mission, espouses extremist or discriminatory doctrine, or is disrespectful and harmful to colleagues, will have consequences.*
- *Understanding that we support and defend the Constitution of the United States, not a supervisor, political appointee or person occupying a political office.*
- *If a question is asked regarding why the Oaths of Office and Enlistment differ slightly (e.g. enlisted swear to obey the orders of the President and officers appointed over them), it should be noted that the oaths are taken verbatim from different statutes (the Oath of Office at 5 U.S. Code 3331 and the Oath of Enlistment at 10 U.S. Code 502).*
- *Our oath has no expiration date.*
- *The oath we have pledged is much bigger than ourselves.*
- *As a symbolic recommitment to obey the law, support and defend the Constitution, and do our jobs to the best of our ability, I invite you to join me in reaffirming the oath of office or enlistment.*



Part 1 Purpose: Drive home the magnitude of the issue at hand (Extremism in the Ranks), the negative effect it has on the Navy as a whole, and the importance of our Oath of Office or Enlistment

❖ SCRIPT - OATH OF OFFICE (OFFICERS/DON CIVILIANS) (Supplemental Slide 8)

Note: Bring Crew to Attention

All Officers/DON Civilians raise your right hand and repeat after me -

*"I, (state your name), do solemnly swear (or affirm)
that I will support and defend the Constitution of the United States
against all enemies, foreign and domestic;
that I will bear true faith and allegiance to the same;
that I take this obligation freely,
without any mental reservation or purpose of evasion;
and that I will well and faithfully discharge the duties of the office
on which I am about to enter. So help me God."*

❖ SCRIPT - OATH OF ENLISTMENT (ENLISTED SAILORS) (Supplemental Slide 9)

All Enlisted Sailors please raise your right hand and repeat after me –

*"I, (state your name), do solemnly swear (or affirm)
that I will support and defend the Constitution of the United States
against all enemies, foreign and domestic;
that I will bear true faith and allegiance to the same;
and that I will obey the orders of the President of the United States
and the orders of the officers appointed over me,
according to regulations
and the Uniform Code of Military Justice.
So help me God."*

❖ SCRIPT - OPTIONS FOR REPORTING EXTREMIST BEHAVIOR (Supplemental Slides 10-11)

- *Shortly we will disperse into Small Group Break-Out Discussions to discuss the challenge before us, but before we do I want take a moment to highlight your duty to report suspected/actual extremist behavior and the ways that you can accomplish that duty.*
 - *In our small group sessions you will talk more specifically about what constitutes extremist behaviors. Early identification is key to prevention. Some indicators of individual escalation toward extremism include clear identification with or support for extremist or hate-based ideology; making or attempting to make contact with extremist groups; the possession and/or distribution of extremist literature or paraphernalia; and threatening, intimidating, harassing, or harming of others consistent with extremism or hate-based ideology. While such conduct may not constitute "active participation," such signs offer an indicator for commands, prompting action and intervention that can avoid active participation down the road.*

- **You can:**
 - **Inform your Chain of Command**
 - **Talk to the CMEO and file a formal or informal complaint. Our Command CMEO is _____.**
 - **Talk to the DoN Insider Threat Program Office.**
 - **Contact EEO Office for DoN Civilian Personnel**
 - **Contact NCIS / local law enforcement**
 - **NCIS tip line can be anonymous – but please be specific**
 - **NCIS.navy.mil**
- **Thanks for your participation and I challenge you to have honest and open discussions in your small group break-out sessions. Every voice matters and your feedback is essential to the success of this stand-down and the policies that drive positive changes in this subject for you and the Sailors that follow your footsteps in the future**

DISCUSSION GUIDE (INCREMENT 2) – SMALL GROUP BREAK-OUT

❖ FACILITATED DISCUSSION: WHAT SAILORS NEED TO KNOW

❖ SCRIPT – SIGNATURE BEHAVIORS (Supplemental Slides 13-14)

The following is a quote from our Chief of Naval Operations:

“Our Core Values of Honor, Courage, and Commitment and our attributes of Integrity, Accountability, Initiative, and Toughness will always guide us. They underpin who we are as members of the profession of arms: united by our common oath, dedicated to our special standards of ethics and character, and constantly honing our unique expertise in the art and science of naval warfare.”

- **Our 10 Signature Behaviors are:** *(Read each of the behaviors and then challenge your group to provide an example of how/where this trait had been observed)*
(Example: Signature Behaviors in Action (from Signature Behaviors of the 21st Century Sailor – I will listen to people and solicit, welcome and respect their contribution. Recent examples are recent TF1N Working Group Sailor and Civilian Listening Sessions. Feedback provided to leadership in these group sessions was wrapped up into TF1N Final Report.)
 - **Treat every person with respect**
 - **Take responsibility for my actions**
 - **Hold others accountable for their actions**
 - **Intervene when necessary**
 - **Be a leader and encourage leadership in others**
 - **Grow personally and professionally every day**

- *Embrace the diversity of ideas, experiences, and background of individuals*
- *Uphold the highest degree of integrity in professional and personal life*
- *Exercise discipline in conduct and performance*
- *Contribute to team success through actions and attitudes*

❖ **SCRIPT – NAVY EQUAL OPPORTUNITY PROGRAM (OPNAVINST 5354.1G) (Supplemental Slide 15)**

- Each member of the Navy is entitled to be treated with dignity and respect.
- Zero Tolerance for harassment and unlawful discrimination against persons or groups based on race, color, religion, sex (including gender identity), creed, ethnicity, national origin or sexual orientation.
- Prohibited conduct includes, but is not limited to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or putdowns, offensive objects or pictures and interference with work performance regardless of the means of communication (oral, written, e-mail, text messages, social media, etc.).

❖ **SCRIPT – PROHIBITED BEHAVIORS (Supplemental Slide 16-20)**

- *Start discussion by providing an example where an action taken by a fellow Shipmate did not live up to our Core Values, Attributes or Signature Behaviors. Solicit Feedback from the group on how they would have handled situation.
(Example: Prohibited Behaviors - My Shipmate made a threatening comment about a Senator on Instagram which spurred a Signature Behavior of Reporting the threatening comment to Chain of Command and NCIS.) Below DoD examples are provided for further discussion.*

Example One: Paramilitary Activity - In September 2019, as a result of an FBI investigation, an Army junior enlisted member was arrested and charged in the federal criminal justice system with one count of distributing information related to explosives and weapons of mass destruction. During the investigation, it was discovered that the Service member had “disseminated guidance on how to construct improvised explosive devices” and had spoken about his desire to travel to Ukraine to fight with the Azov Battalion, a paramilitary group with neo-Nazi sympathies. At the time of his arrest, the Service member stated that he did this to cause “chaos.” He was administratively discharged from the Army and sentenced to 30 months in federal prison.

Example Two: Domestic Extremism - In February 2019, the FBI arrested a junior officer in the U.S. Coast Guard after uncovering a stockpile of weapons, ammunition, and opioids in his home. The member planned to conduct a widespread domestic terror attack targeting politicians and journalists in the Washington, D.C. area. The officer was a self-described white nationalist and conducted thousands of internet searches on neo-Nazi and neo-fascist websites using his government computer. The officer was dropped from the Coast Guard rolls and sentenced in federal court to 13 years in prison.

Example Three: Organizing and Recruiting - In May 2019, an Air Force senior enlisted member was alleged to have been a member of Identity Evropa, a neo-Nazi and white supremacist organization. The Service member also allegedly physically posted supremacist propaganda on several occasions. Furthermore, he allegedly served as an organizer with Identity Evropa, recruited other members, and appeared in photographs wearing clothes with the Identity Evropa logo and taking part in a protest sponsored by the group. He was demoted in grade and administratively separated from the Air Force.

Example Four: Racist and Supremacist Statements - In 2019, an enlisted Marine shared a number of racist social media posts, including one of himself in blackface and with Nazi propaganda. One of the posts depicted military explosives placed in the shape of a Swastika. The member was administratively discharged from the Service.

❖ SCRIPT – GOVERNING REGULATIONS (Supplemental Slide 16)

- *In order to further frame permissible and impermissible behaviors we will look at some requirements, concepts and definitions under DoD and Navy policy to help guide our conversations.*
- *DODI 1325.06, Handling Dissident and Protest Activities among Members of the Armed Forces, Navy Regulations Article 1167, Supremacist Activities and OPNAVINST 5354.1G, (Navy Equal Opportunity Program Manual) are primary sources of relevant policy.*
- *1990 Navy Regulations, Article 1167, Supremacist Activities states that no person in the Naval service shall participate in any organization that espouses supremacist causes; attempts to create illegal discrimination based on race, creed, color, sex, religion or national origin; advocates the use of force or violence against the government of the United States or the government of any state, territory, district or possession thereof, or*

the government of any subdivision therein; or otherwise engages in efforts to deprive individuals of their civil rights. The term “participate,” as used in this article includes acts or conduct, performed alone, or in concert with another, such as demonstrating, rallying, fundraising, recruiting, training or organizing or leading such organizations. The term “participate” also includes engaging in any other activities in relation to such organizations or in furtherance of the objectives of such organizations, when such activities are detrimental to good order, discipline or mission accomplishment.

❖ SCRIPT – KEY CONCEPTS AND DEFINITIONS (Supplemental Slides 21-22)

- ***Extremist Group*** – OPNAVINST 5354.1G (dated 24 July 2017) defines an Extremist Group as an organization that espouses supremacist causes; attempts to create illegal discrimination based on race, creed, color, ethnicity, national origin, sex (including gender identity), sexual orientation or religion; advocates using force or violence; or otherwise engages in efforts to deprive individuals of their civil rights.
 - *The DOD does not maintain a list of “prohibited organizations.”*
 - *The focus is on the behavior of Service members.*
- ***Supremacism*** - Though not defined in regulation, dictionaries generally delineate supremacism as a belief that a particular group, especially one determined by race, religion or sex, is superior and should therefore dominate society (e.g. KKK, neo-Nazis). Actions based on such beliefs may constitute illegal discrimination.
- ***Prohibited Behavior Includes*** –
 - ***Active advocacy for supremacist, extremist or criminal gang doctrine, ideology or causes, including those that advance, encourage or advocate illegal discrimination based on race, creed, color, sex, religion, ethnicity or national origin or those that advance, encourage or advocate the use of force, violence or criminal activity or otherwise advance efforts to deprive individuals of their civil rights. (DODI 1325.06 dated 27 November, 2009). ****

** Please note, discrimination on the basis of sexual orientation and/or gender identity is prohibited by Navy policy (see OPNAVINST 5354.1G dated 24 July, 2017) even though not listed in the above DoD 1325.06 provision (issued prior to 2010 Congressional repeal of “Don’t Ask Don’t Tell” policy).*
 - ***Active participation in a supremacist, extremist, or criminal organization. DODI 1325.06, Navy Regulation Article 1167, and OPNAVINST 5354.1G prohibitions include, but are not limited to, the following actions in support of such organizations:***
 - ***fundraising; demonstrating or rallying in support of the organization;***

- *recruiting, training, organizing, or leading members;*
 - *distributing material (including posting online);*
 - *knowingly wearing gang colors or clothing;*
 - *having tattoos or body markings associated with such gangs or organizations;*
 - *otherwise engaging in activities in furtherance of the objective of such gangs or organizations that are detrimental to good order, discipline, or mission accomplishment or are incompatible with military service*
- *Has anyone witnessed a Supremacist or Extremist Activity while serving in the Navy? How did it make you feel? (Allow for open sharing if Sailor/DON Civilian is willing)*
 - ***Illegal Discrimination*** - *There is a very important distinction between advocating for a change in policy or law and advocating for illegal discrimination.*
 - *For example, voting is a civil right. If a service member does not believe that people under 21 years of age should be allowed to vote, it is permissible to work for a change in the Constitution and all appropriate laws. On the other hand, a service member is prohibited from seeking to deny people younger than 21 the right to vote through illegal means (e.g. violent threats).*

❖ **SCRIPT – POTENTIAL ADVERSE CONSEQUENCES (Supplemental Slides 24-27)**

- *Sailors (active duty and reserve) and Civilians are subject to Federal and State Laws.*
- *Active Duty Sailor extremist or supremacist misconduct is subject to punishment under the Uniform Code of Military Justice (UCMJ) including:*
 - *Art. 88 – Contempt toward Officials*
 - *Art. 92 – Failure to obey an order*
 - *Art. 94 – Mutiny or sedition*
 - *Art. 115 – Communicating a threat*
 - *Art. 116 – Riot or breach of peace*
 - *Art. 117 – Provoking speeches or gestures*
 - *Art. 133 – Conduct unbecoming an officer*
 - *Art. 134 – Conduct prejudicial to good order and discipline or service discrediting*
- *Potential adverse consequences include:*
 - *Court-Martial*
 - *Non-judicial punishment*
 - *Administrative separation*
 - *Denial of reenlistment*

- *Loss of Security Clearance*
- *Suspension of eligibility to occupy a sensitive position*
- *Removal from certain duties, such as restricted area badge access, flying status, or duties involving firearms*
- *Counseling and corrective training*
- *Adverse evaluations and position*
- *Navy Reserve Sailors and Retirees are sometimes subject to the UCMJ. (see chart below)**

**Please note, the chart below is provide for reference only*

Category	UCMJ Applies	Federal Law Applies	State Law Applies
Active Duty (AD)	Yes, over all offenses in all places.	Yes	Yes
Reserve Component (RC)	Yes, over all offenses in all places that occur: <ul style="list-style-type: none"> • <i>while on active duty or on inactive-duty training (ADT, IDT, AT, ADOS, Mobilization, recall, etc.);</i> • <i>during travel to and from active duty or to and from the inactive-duty training site of the member, pursuant to orders or regulations;</i> • <i>during intervals between consecutive periods of inactive-duty training on the same day, pursuant to orders or regulations; and,</i> • <i>during intervals between inactive-duty training on consecutive days, pursuant to orders or regulations.</i> 	Yes	Yes
Reserve Retirees	No (unless receiving hospitalization from an armed force)	Yes	Yes
Retired / Fleet Reserve	Yes, over all offenses in all places with SECNAV approval.	Yes	Yes

- *Potential consequences for Civilians include*
 - *Written reprimand*
 - *Suspension*
 - *Removal*
 - *Loss of Security Clearance*
 - *Criminal penalties*

**Please note, the chart below regarding Suspension/Revocation of Security Clearance is provided for reference only*

- ***Security Clearance (Suspension or Revocation): Active Duty and Civilians risk suspension or revocation of their security clearance by engaging in, associating with or expressing sympathy for extremist activities.***
- ***Office of the Director of National Intelligence Security Executive Agent Directive 4, effective 8 June, 2017 (National Security Adjudicative Guidelines for Determining Eligibility For Access to Classified Information or Eligibility to Hold a Sensitive Position)***
 - ***GUIDELINE A: ALLEGIANCE TO THE UNITED STATES (excerpt)***

The Concern. An individual must be of unquestioned allegiance to the United States. The willingness to safeguard classified information is in doubt if there is any reason to suspect an individual's allegiance to the United States. Of note, the category of actions potentially raising a security clearance concern is broad.

Conditions that could raise a security concern and may be disqualifying include:

(a) involvement in, support of, training to commit or advocacy of any act of sabotage, espionage, treason, terrorism or sedition against the United States of America;

(b) association or sympathy with persons who are attempting to commit, or who are committing, any of the above acts;

(c) association or sympathy with persons or organizations that advocate, threaten, or use force or violence, or use any other illegal or unconstitutional means, in an effort to:

(1) overthrow or influence the government of the United States or any state or local government;

(2) prevent Federal, state or local government personnel from performing their official duties;

(3) gain retribution for perceived wrongs caused by the Federal, state or local government;

(4) prevent others from exercising their rights under the Constitution or laws of the United States or of any state.

❖ SCRIPT – KEY TAKE-AWAYS (Supplemental Slide 28)

- ***Key Take-Aways from our earlier discussion are that extremist and supremacist behaviors are harmful to our Navy and prohibited.***
- ***They are contrary to the Navy Culture of Excellence, our Core Values, Attributes and our Signature Behaviors of the 21st Century Sailor/Civilian. They also violate provisions of the UCMJ, DoD and Navy policy and can result in criminal or administrative accountability, including loss of security clearance.***

- *While we all enjoy the First Amendment Right of Freedom of Speech, an individual military member's rights are balanced with the mission requirement of maintaining loyalty to the United States and Good Order and Discipline in a military force.*

❖ SCRIPT – POLITICAL ACTIVITY (Supplemental Slides 29-33)

- *The next portion concerns Political Activity. The military as an institution is only effective if we sustain the public's trust. Our Constitution firmly establishes that the military is subordinate to Civilian leadership—regardless of political party. Therefore, we are an APOLITICAL (non-political) institution and must remain vigilant in preserving our reputation as an APOLITICAL (non-political) body.*
- *Can you provide an example of permissible political activity? (encourage group interaction)*
- *Permissible Political Activities include:*
 - *Registering to vote and voting*
 - *Encouraging others to participate in political process*
 - *Expressing purely personal opinions (caution)*
 - *Joining a political club (not in an official capacity or in uniform)*
 - *Signing petitions*
 - *Attending meetings/rallies as a spectator (while not in uniform)*
 - *Off-base assembly may be prohibited if*
 - *On Duty,*
 - *In a Foreign Country,*
 - *The assembly (e.g. march) is Illegal (e.g. has not received a lawful permit), or*
 - *Violence is likely*
 - *Giving money to political organizations*
 - *Writing a personal letter to the editor or a personal posting on social media (caution)*
 - *"Liking" or "following" a political party or candidate on social media*
 - *Lawfully working to change laws or policies inconsistent with your beliefs*

Note: Always use caution in commenting, posting, or linking to material expressing contempt towards elected officials or discrediting a military service as they may constitute violations of the UCMJ if done by a military service member.

Note: Active duty personnel and Civilian employees have different rules when it comes to political activities. Active, reserve and retired military members are subject to the provisions of DoD Directive 1344.10 (Political Activities by Members of the Armed Forces). Civilians are governed by the "Hatch Act." In general, many prohibitions applicable to military personnel are the same for Civilians while they are on duty or in the federal workplace. That said, DON Civilians enjoy greater latitude to participate in political activities when off-duty and not at work. The list of prohibited activities below applies to active-duty personnel (at all times) and Civilians when they are at work.

- **Prohibited Political Activities include:**
 - **Campaigning for a candidate or party**
 - **Holding public office (generally)**
 - **Special rules apply for Reservists**
 - **Posting political posters in government housing**
 - **Making a speech as a surrogate for a partisan candidate (even in personal capacity and not in uniform)**
 - **Partisan means related to a political party**
 - **Fundraising for a partisan candidate, party, or cause**
 - **Distributing partisan political literature**
 - **Having large stickers or signs on your vehicles**
 - **“Sharing” or suggesting others “like” a political post or partisan candidate on social media (in contrast to permissible “liking” and “following”)**

Note: If you are in doubt about whether a contemplated action on your part, or a questionable action on the part of a Shipmate, is permissible, don't operate on assumptions or supposition, ask for assistance from your Chain of Command. DoD Directive 1344.10 (Political Activities by Members of the Armed Forces) provides additional guidance.

❖ **SCRIPT – SOCIAL MEDIA (Supplemental Slides 34-35)**

- **The next discussion involves Social Media.**
- **What is an example of permissible Social Media activity? (encourage group interaction)**
- **Permissible/Recommended Social Media Practices may include the following, although this is not an all-inclusive list:**
 - **Treat every person with dignity and respect (Signature Behavior #1)**
 - **Seek to understand others' positions and use respectful language when you disagree**
 - **Be proactive when you see online extremist/supremacist content posted by others**
 - **Delete it and don't share**
 - **Do not tolerate this behavior. Your silence may lead others to believe you are ok with it.**
 - **If you see something, say something – Report DoD personnel who violate the law, DoD or military service policy (e.g. chain of command, CMEQ)**
 - **Social Media is forever. Even if you take it down—someone took a screen shot.**
 - **This is your reputation . . . and the reputation of the U.S. Navy.**
 - **Do not Tweet when you are angry or impassioned. Take a moment and really consider your words, and whether you should use them. Always treat others with dignity and respect.**
 - **When in doubt, download the 2019 Navy Social Media Handbook, engage with your chain of command, or simply don't post it!**

- ***Prohibited Social Media Practices (not all inclusive)***
 - ***Do not advocate or promote supremacist or extremist content online.***
 - ***Do not post, re-tweet or “like” any material that promotes discrimination based on race, color, religion, sex (including gender identity), creed, ethnicity, national origin or sexual orientation; or encourages violence or other illegal means to prevent others from exercising their legal rights.***
 - ***Do not participate in online chats, pages or forums for groups that: discriminate based on race, color, religion, sex (including gender identity), creed, ethnicity, national origin or sexual orientation; advocate violence or criminal activity; or use other illegal means to deprive others of their legal rights.***
 - ***Do not comment, post or link to materials that violate the UCMJ (including contempt towards elected officials or service discrediting conduct).***
 - ***Do not tolerate actions by your Shipmates that violate these rules.***

- ***We will now transition to Frequently Asked Questions. Please feel free to weigh in on what you think the correct answer is before I provide it to help generate good and thoughtful discussion.***

❖ **SCRIPT – SCENARIOS FOR DISCUSSION (Supplemental Slides 36-49)**

****Note for Facilitator – Discuss scenarios with small group one slide at a time if using Supplemental Slide deck and then show follow-up slide with answers.***

Q: If there have been issues with extremism inside the Department of Defense for a long time, why is the Secretary of Defense so focused on this now?

A: The increased level of domestic protests around the country in the past several months has emboldened some violent extremist groups to take more aggressive anti-government and racially motivated actions. These groups are known to actively target current and former military personnel. In light of current events, the Secretary wants DoD personnel at all levels to understand the threat and be trained and educated to take appropriate actions when they see indicators of extremism.

Q: Does DoD check the social media records of Service members, DoD civilian employees, and prospective recruits?

A: Consent for authorized personnel (e.g. persons conducting security clearance suitability investigations) to obtain publicly available social media information is provided when Service members and DoD civilian employees submit their Personnel Security Questionnaire (SF-86) to initiate the background investigation process. Furthermore, the FBI currently screens social media for extremism and criminal activity.

Q: I’m upset about a racist comment that one of my Shipmates made.

A: Talk to your chain of command or the CMEO.

Q: I follow someone on Facebook that occasionally posts racist comments. Will I get in trouble for that?

A: Following a person without actively promoting the content (liking, sharing, etc.) is not prohibited conduct. However, if that person works for the DoD (e.g. Sailor/Civilian co-worker), you should report the behavior to your chain of command.

Q: *I participate in a group text and one of the Chiefs is always discussing politics, linking to articles and talking about how incompetent specific officials are.*

A: Talk to your chain of command. Partisan political activity is prohibited for active duty Sailors but sharing personal views with a group of close friends is likely authorized.

Q: *My Shipmate made a threatening comment about a Senator on Instagram.*

A: Report this behavior to NCIS and your chain of command immediately.

Q: *What should I do if I think one of my Sailors/Civilian co-workers is participating in a supremacist or extremist group?*

A: Talk to your chain of command. DoD policy requires all unit commanders to remain alert for signs of current or future prohibited activities, including supremacist and extremist activities.

Q: *What can I share on social media? Don't I have the right of free speech?*

A: Your online speech must be consistent with Good Order and Discipline and not call into question the military member's loyalty to the Constitution of the United States. You have the right to free speech and can share your opinion – but advocating to illegally deprive others of their legal rights is not permitted. This could result in disciplinary or administrative action and jeopardize your security clearance.

Q: *My friend has a confederate flag hanging in his off-base apartment. Do I need to report him to the command?*

A: No. Flags in private residences are not prohibited. See SECDEF 16 July 2020 Memo in references section below.

Q: *My boss is always talking about Black Lives Matter in the workspace. Isn't that political stuff that they're not supposed to be talking about at work?*

A: Advocating for or against a public policy issue (as here) is authorized as long as the behavior is otherwise lawful and the advocacy is not politically partisan in nature (e.g. it doesn't specifically address a political party). If the discussions make you uncomfortable, discuss the matter with your boss or another supervisor.

Q: *I come from a conservative religious family and have views on marriage, abortion and LGBTQ rights that are not considered "mainstream" but are in keeping with my religious beliefs. I often discuss these issues on an online social media forum maintained by my church. Will I get in trouble for my posts?*

A: No. Expressing religious views or advocating for a change in policy or law is permissible. Advocating use of illegal means to prevent others from exercising their legal rights is not permissible.

Q: *Is it true that advocating or engaging in extremist behavior could jeopardize my security clearance?*

A: Yes. Examples of conditions that could raise a security concern and may result in suspension or loss of security clearance include:

- (1) supporting or advocating acts of sabotage, espionage, treason, terrorism, or sedition against the United States or
- (2) association or sympathy with anyone that advocates, threatens, or uses violence or any other illegal means in an effort to overthrow the government, prevent government personnel from performing their official duties, gain retribution for perceived wrongs caused by the government or prevent others from exercising their rights under the law.

❖ SCRIPT – CLOSE (Supplemental Slide 50)

- *Reporting Options Recap:*
 - *Inform your Chain of Command*
 - *Talk to the CMEO and file a formal or informal complaint. Our Command CMEO is _____.*
 - *Talk to the DoN Insider Threat Program Office.*
 - *Contact EEO Office for DoN Civilian Personnel*
 - *Contact NCIS / local law enforcement*
 - *NCIS tip line can be anonymous – but please be specific*
 - *NCIS.navy.mil*
- *We appreciate your participation in today's discussion as we recommit to eradicating Extremism in our Navy Ranks. Your thoughtful feedback will be passed up through chain of command so that the Lessons Learned can be incorporated into Culture of Excellence initiatives and TF1N initiatives. Have a wonderful day!*

❖ REFERENCES (Supplemental Slide 51)

- *SECDEF Memo / 05FEB21 (Stand-Down to Address Extremism in the Ranks)*
<https://media.defense.gov/2021/Feb/05/2002577485/-1/-1/0/STAND-DOWN-TO-ADDRESS-EXTREMISM-IN-THE-RANKS.PDF>
- *SECDEF Memo / 16JUL20 (Public Display or Depiction of Flags in the Department of Defense)*
<https://media.defense.gov/2020/Jul/17/2002458783/-1/-1/1/200717-FLAG-MEMO-DTD-200716-FINAL.PDF>
- *ALNAV / 010/21 (12FEB21) (Stand-Down to Address Extremism in the Ranks)*
<https://www.public.navy.mil/bupers-npc/reference/messages/Documents/ALNAVS/ALN2021/ALN21010.txt>
- *NAVADMIN / 044/21 (Stand-Down to Address Extremism in the Ranks)*
<https://www.mynavyhr.navy.mil/References/Messages/NAVADMIN-2021/>
- *DoDI 1325.06 / 27NOV09 (Handling Dissident and Protest Activities Among Members of the Armed Forces)*
<https://www.esd.whs.mil/Portals/54/Documents/DD/issuances/dodi/132506p.pdf?ver=2019-07-01-101152-143>

- DoD Directive 1344.10 / 29FEB09 (Political Activities by Members of the Armed Forces)
<https://www.esd.whs.mil/Portals/54/Documents/DD/issuances/dodd/134410p.pdf>
- Navy Regulation Article 1167 / 03SEP97 (Supremacist Activities)
<https://www.secnav.navy.mil/doni/navyregs.aspx>
- OPNAVINST 5354.1G / 24JUL17 (Navy Equal Opportunity Program Manual)
<https://www.secnav.navy.mil/doni/Directives/05000%20General%20Management%20Security%20and%20Safety%20Services/05-300%20Manpower%20Personnel%20Support/5354.1G.pdf>
- Manual for Courts-Martial (2019 Edition)
[https://jsc.defense.gov/Portals/99/Documents/2019%20MCM%20\(Final\)%20\(20190108\).pdf?ver=2019-01-11-115724-610](https://jsc.defense.gov/Portals/99/Documents/2019%20MCM%20(Final)%20(20190108).pdf?ver=2019-01-11-115724-610)
- Uniform Code for Military Justice (contained within Manual for Courts-Martial)
- Navy Necessary Conversations Guide Version 2.1 (6 NOV20) (Appendix F to Task Force One Navy Report)
<https://media.defense.gov/2021/Jan/26/2002570959/-1/-1/1/TASK%20FORCE%20ONE%20NAVY%20FINAL%20REPORT.PDF>
- 12-Star Message Promulgation of Signature Behaviors of the 21st Century Sailor (February, 2020)
<https://www.cpf.navy.mil/downloads/2020/02/signature-behaviors.pdf>
- Director of National Intelligence, Security Executive Agent Directive Four (8 June, 2017)
(National Security Adjudicative Guidelines for Determining Eligibility For Access to Classified Information or Eligibility to Hold a Sensitive Position)
<https://www.dni.gov/files/NCSC/documents/Regulations/SEAD-4-Adjudicative-Guidelines-U.pdf>