



DEPARTMENT OF THE NAVY
OFFICE OF THE SECRETARY
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WASHINGTON DC 20350-1000

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ASN (M&RA)
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SECNAV INSTRUCTION 5300.40

From: Secretary of the Navy

Subj: DEPARTMENT OF THE NAVY 21ST CENTURY SAILOR AND MARINE
INITIATIVE

Ref: (a) SECNAVINST 5430.7Q

Encl: (1) 21st Century Sailor and Marine Policy Areas

1. Purpose. To provide overarching policy and guidance for the 21st Century Sailor and Marine initiative. The goal of this initiative is to maximize Sailor and Marine personal readiness, to maintain the resiliency of the force, and to hone the most combat effective force possible.

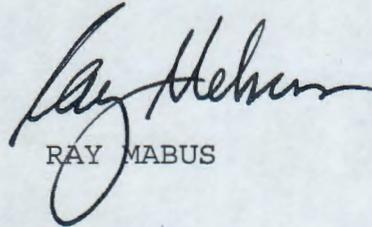
2. Scope. This instruction applies to all Department of the Navy (DON) active and reserve military personnel; Naval Academy and Reserve Officer Training Corps midshipmen; and Reservists performing or engaging in any activity related to the performance of Department of Defense (DoD) Reserve duty or function.

3. Policy. To ensure our mission capability into the future, Sailors, Marines and their families must be equipped to continue meeting both the physical and mental challenges of a military career. New and existing objectives and policies must provide the tools needed to face the challenges of the 21st Century military and help Sailors and Marines preserve their critical skills. This policy initiative will be advanced by leveraging programs under the five areas defined in enclosure (1).

4. Records Management. Records created as a result of this instruction, regardless of media and formats, shall be managed per SECNAV Manual 5210.1 of January 2012.

5. Action. Pursuant to the authorities indentified in reference (a), the Assistant Secretary of the Navy (Manpower and Reserve Affairs) is responsible for developing policy and guidance consistent with the objectives in this instruction, including development of the support necessary to monitor the

status and progress of programs and activities related to this initiative.



RAY MABUS

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21ST CENTURY SAILOR AND MARINE POLICY AREAS

1. Readiness. All Sailors, Marines and their families must be equipped to meet the physical and mental challenges of service. The DON will provide its personnel with the support network, health care, and skills needed to handle stress, overcome adversity, and ensure military readiness.

a. Suicide prevention will remain a priority for leaders within the department. We will seek to reduce suicides by providing Sailors, Marines and their families with the support network, health care, and skills needed to overcome adversity; and by training leaders to recognize when Sailors and Marines need help.

b. The 21st Century Sailor or Marine will not tolerate any form of sexual assault. The DON will continue to develop and employ programs focused on the prevention of sexual assault by or against members of our force, protection and counseling for victims, and the responsibility of all Sailors and Marines to take action to deter or disrupt high-risk situations.

(1) Commanders have the responsibility to establish a command climate that discourages sexual assault by promoting a climate of respect and taking swift, appropriate action when an incident occurs.

(2) All allegations will be thoroughly investigated by the appropriate military criminal investigative organization to ensure swift, sensitive and fair response to sexual assault allegations, and when appropriate, litigation of sexual assault cases.

c. Command leadership remains vital in providing Sailors and Marines the tools and resources to make responsible choices regarding alcohol and maintain a command climate that does not tolerate the use of illegal substances.

(1) The DON will continue to discourage the irresponsible use of alcohol using education, enforcement and prevention tools, to include random screening for alcohol.

(2) The DON maintains a zero tolerance policy for illegal and unauthorized drug use, including the use of designer and synthetic chemical compounds.

d. The DON will ensure that Sailors, Marines and their families have access to quality facilities and support, including Work-Life Balance programs, personal financial counseling, access to chaplaincy, legal services and other family support programs that are essential to mission readiness.

2. Safety. The DON will raise its safety standards to ensure a safe and secure force.

a. The DON will improve motorcycle safety by closing training gaps with the Military Sportbike Rider Course and the Experienced Rider Course.

b. The DON has zero tolerance for driving while under the influence. All alcohol-related vehicle incidents will be properly reviewed prior to an officer's promotion to determine whether that officer is suitable for advancement to the next higher pay grade.

3. Physical Fitness. Sailors and Marines must be ready to meet the demands of performing in a tactical environment, and physical fitness contributes to the DON's overall culture of readiness. Complete nutrition, healthy habits and physical activity are cornerstones of this readiness.

a. Leadership in the DON will place the appropriate emphasis on nutrition and exercise, moving from a culture of health testing to a culture of sustained fitness.

b. The DON will provide support for Sailors and Marines to assist them in making healthy and responsible nutritional choices, as well as ensure that Sailors and Marines have healthy options.

c. The DON will continue to work toward a tobacco-free force by providing cessation tools, promoting a tobacco-free environment through education and ceasing the discount of tobacco products at DON Exchanges and on-ship stores.

4. Inclusion. The DON will be inclusive and consist of a force that reflects the nation it defends in a manner consistent with military efficiency and effectiveness. As we operate globally, we need diversity of ideas, experiences, areas of expertise and backgrounds to fulfill our mission. The DON will maintain a DON Diversity Office, with the Assistant Secretary of the Navy (Manpower and Reserve Affairs) serving as the DON's Diversity Officer.

5. Continuum of Service. The DON will provide the most robust transition support in the Department's history.

a. The DON will continue to lead in Wounded Warrior hiring, as well as provide career support and transition assistance to Wounded Warriors and their families. Moreover, the DON will focus on retaining appropriate Wounded Warriors and educating civilian employers about hiring Wounded Warriors.

b. The DON will continue to meet all legal requirements associated with the Veterans Opportunity to Work (VOW) Act that makes participation in the Transition Assistance Program (TAP) mandatory for most separating service members.

c. The DON will continue to provide employment and education assistance programs to those leaving the service and transitioning to civilian life, including tools to help individuals translate their military skills into the civilian workplace.