

THE QUARTERDECK



Naval District Washington (NDW) Monthly Newsletter

VOL.7 JULY 2022



The Culture of Excellence and You

We, the Naval District Washington (NDW) community, are on the journey together to foster a Culture of Excellence (COE) throughout our region. We hope that this monthly newsletter will be a useful resource for cultivating an NDW COE.

Check out the Mind, Body, and Spirit section for articles on many elements of respect in relationships, an active risk management mindset, and wanting to treat others with respect.

**July 27th is Disability Independence Day,
the anniversary of the landmark
Americans With Disabilities Act.**

Check out this month's edition
for the following:



COE Resources: changing an unhealthy work environment, creating a culture of respect, and preventing suicide.



Rear Admiral Nancy Lacore talks about creating a Culture of Excellence.



A new Suicide Prevention Squad for at-risk Sailors and civilians at Naval Air Station Patuxent River.



A day in the life of a Firefighter Paramedic at Naval Support Activity Bethesda.



LEADERSHIP AND YOU

Rear Admiral Nancy Lacore discusses the work of creating a Culture of Excellence. And Naval Support Activity South Potomac describes its leadership role on both sides of the Potomac.

[Read More](#)



MIND, BODY, AND SPIRIT

Seeking respect while coping with "toxic" or abusive relationships, preventing injuries by practicing risk management, and a Chaplain's reflections on treating others with respect as an act of love.

[Read More](#)



COE RESOURCES

Additional information, recommendations, and links to TED talks, books, etc., that support our well-being.

[Read More](#)



DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY

Honoring "Disability Independence Day," the anniversary of the Americans With Disabilities Act.

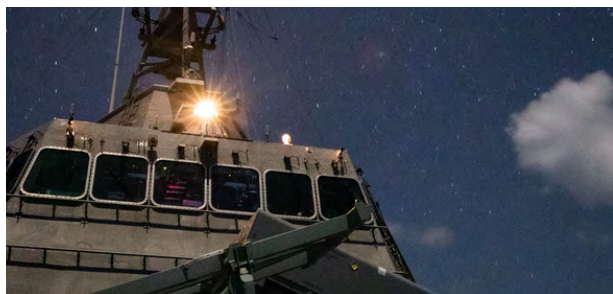
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VOICE OF THE EMPLOYEE

Let's hear from fellow employees on what Culture of Excellence means to them.

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IN THE SPOTLIGHT

A firefighter paramedic walks you through his day. And Naval Air Station Patuxent River announces Fleet Readiness Center's new Suicide Prevention Squad to assist Sailors and civilians.

[Read More](#)



SERVICES FOR YOU

Check out different services available for you: Ask N1; NDW Mentorship Program for career growth; and CNIC University training opportunities.

[Read More](#)



THINGS TO DO AROUND YOU

Each month, we're bringing you family-friendly and budget-friendly recreational activities throughout the Region.

[Read More](#)



FAIR WINDS AND FOLLOWING SEAS

Each month we say farewell to staff retiring across NDW.

[Read More](#)



CONNECT WITH US

Got a suggestion, or a comment you'd like to share? We welcome your ideas and feedback. Feel free to contact us.

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Leadership and You



CREATING A CULTURE OF EXCELLENCE, AND WHY IT IS NECESSARY

By RADM Nancy Lacore
Commandant, CNRNDW

The Culture of Excellence (COE) program has been around for several years and continues to adapt to the needs of our Navy. However, the actual tenets of the programs are often not well understood – at least not at the deck plate level.

To break it down to basics, COE is about building a culture that allows each member to reach his/her full potential.

That's it.

Culture is a big driver for organizations and can amplify or detract from everything we do. We MUST support a Culture of Excellence. This is how we unite our diverse workforce and ensure our competitive advantage.

As a leader, I am dealt a diversity hand that I do not control. I do not get to pick the diversity of this workforce. However, I can control inclusion, by intentionally doing all I can to ensure our Sailors and civilians feel like they are all part of the team.



Leadership and You

CREATING A CULTURE OF EXCELLENCE, (CONT...)

I cannot understate the importance of this connectedness, both for the benefit of the team and for that of the individual. A high level of connectedness is attributed to fewer destructive behaviors. Fewer destructive behaviors can prevent unplanned losses, strengthen readiness, and contribute to a positive and affirming work environment.

COE captures a lot of what we already do: risk calculation, human factors assessments, etc. And the very best way to promote a COE in NDW is to lead by example. We all lead at different levels. Be authentic, care about one another, and strive for your best. And as you do these things, others around you will follow suit. In the 28 June 2022 email, "Note from the Commandant," I shared and explained what I value: Trust, Respect, Ownership, and Communication. Building, growing, and cultivating a COE is a team effort.

I want NDW to be the COE leader in the shore enterprise. Our group can be a model for commands and Installations everywhere. Each of us is empowered to make positive changes here. So, I am asking you to be more inclusive and collaborative, and to personally invest in creating our COE.



NAVAL SUPPORT ACTIVITY SOUTH POTOMAC: A LEADERSHIP MISSION FOR MARYLAND AND VIRGINIA NAVY ACTIVITIES

By MC2 Griffin Kersting
NDW Public Affairs Content Creator

Naval Support Activity (NSA) South Potomac is a major shore command under NDW, serving since 2005 as a host command to Naval Support Facility (NSF) Indian Head in Maryland and NSF Dahlgren in Virginia.

Being the host command for these two historic NSFs, NSA South Potomac provides operational and management support for roughly two-dozen joint Department of Defense, Navy, and Marines Corps commands and tenant activities with a workforce of close to 10,000.

NSF Indian Head was established in 1890, becoming the Navy's first established presence in Maryland. What began many years ago as a gun-testing facility on the Potomac River has evolved and expanded to include numerous scientific and response-force missions serving all branches of the military—Navy, Air Force, Army, and Marines.



Leadership and You

NAVAL SUPPORT ACTIVITY SOUTH POTOMAC: (CONT...)

Surrounded by the Potomac River and Mattawoman Creek, NSF Indian Head is strategically situated less than 30 miles south of the nation's capital. In addition to its military value, the Indian Head Navy Installation makes a significant economic contribution to the local community by serving as one of Charles County, Maryland's largest employers.

In 1918, NSF Dahlgren was established as an extension of NSF Indian head. The location makes NSF Dahlgren special, being bound by the Potomac River and Machodoc Creek in King George County, Virginia. The location on the Potomac River was specifically chosen to develop a long ballistic range required for testing modern, high-powered munitions.

Like NSF Indian Head, NSF Dahlgren is also a significant economic contributor and is the largest employer of King George County.

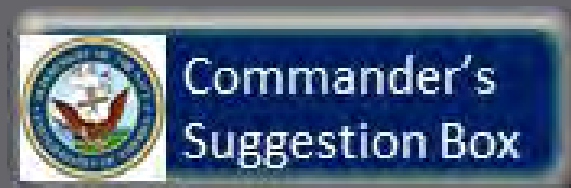
NSA South Potomac's current triad consists of CAPT Todd Copeland, Commanding Officer; CMDR Brian D. Koch, Executive Officer; and Master Chief Charles Hysell III, Command Master Chief. These three leaders oversee the operations and missions of NSA South Potomac, NSF Dahlgren, and NSF Indian Head under NDW.

For more information regarding NSA South Potomac, NSF Dahlgren, and NSF Indian Head, head over to their socials at:

<https://www.facebook.com/NSASouthPotomac>

<https://www.facebook.com/IndianHeadFFR>

<https://www.facebook.com/DahlgrenFFR>



THE NDW COMMANDING OFFICER'S SUGGESTION PROGRAM IS LIVE!

Here is your chance to share your ideas on how we can make our Region function better and/or address any identified concerns you may have.

Although the form requests contact information, it is not required and anonymous suggestions/concerns may be submitted. All input will be reviewed and addressed as appropriate. Please note, providing contact information allows for follow-up questions and discussion regarding the input that has been submitted.

The Commander's Suggestion Box can be accessed from clicking the icon above or from any of the following locations:

- [NDW G2 Landing Page](#)
- [NDW G2 Team Site](#)
- [Commander's Suggestion Box](#)

Please share your ideas and concerns. We want to hear from you!



Mind, Body, and Spirit

RESPECTING OTHERS AND GETTING RESPECT

By Rick Docksai
Editor



Our relationships—with our coworkers, our friends, our family, our romantic partners—make life worth living. But sometimes they frustrate the heck out of us. And some relationships just turn sour, to the point where being around the other person gives you anxiety and makes knots form in your stomach. *“Toxic”* relationships happen. So do, sadly, relationships that cross the line into emotional abuse. Sometimes—especially if abuse is involved—the only good solution is to walk away. However, many seemingly toxic relationships can improve, if everyone involved brings a positive mindset and a willingness to listen and to work on the issues at hand.

Healthy Vs. Toxic

When a relationship is healthy, we know it. There is mutual respect, care, and compassion. And we feel like we can be ourselves with the other person and be honest with them without fear that they will punish us or throw us away. A toxic relationship turns all of this on its head. In the words of psychologist Thomas Cory, it “is not a safe place. A toxic relationship is characterized by insecurity, self-centeredness, dominance, and control” ([URL: https://healthscopemag.com/health-scope/toxic-relationships/](https://healthscopemag.com/health-scope/toxic-relationships/)).

Any type of relationship can be toxic. It could be with a coworker who is rude and disrespectful toward you. Or a parent who often belittles you, loses their temper at you, and makes you feel like nothing you do is ever good enough. Or a romantic partner who tries to control you and ignores your emotional needs.

Whoever they are, their behavior toward you shows a lack of trust or respect, and in some cases, a need to one-up and dominate you. It stresses you, frustrates you, and over time takes a toll on your mental health—and potentially, your physical health. So, what do you do?



Mind, Body, and Spirit

RESPECTING OTHERS (CONT...)



Try to Understand

To some extent, we have to give each other some grace. Someone who seems rude or unfriendly could be going through some personal crisis that you don't know about. Perhaps there is even a medical reason: For example, a coworker who is autistic or has a neurological disorder isn't deliberately being rude, but maybe you interpret their demeanor as rude because it is different from what you expect.

We all carry expectations about how people around us should behave. We'd all do well to check our expectations and show other people some patience. If someone is irritating you, you can choose to respond with a positive mindset and give them the benefit of the doubt. Better yet, talk to them and get to know them.

However, if their behavior is truly making your life difficult, then you should address it. It's best if you can talk to them directly. Let them know that their behavior bothers you and explain what they could do differently.

You may feel nervous about having this conversation. But the other person may surprise you. They may be more receptive than you think.

Think over your words and practice saying them beforehand, if it helps. Renee Evenson, author of nine books for professionals on communication and conflict resolution, has these suggestions:

- **Use "I" statements**
("I need you to stop treating me this way").
They're less accusatory than "you statements"
("You're treating me this way").
- **Be ready to give examples.**
- **State specifically how you expect to be treated.**
- **Offer your best solution**
("Can we agree to...?") (URL: <https://hcleadershipeentials.com/blogs/relationships-and-communication/6-phrases-for-dealing-with-toxic-coworkers>).

If the other person is receptive, then you and they can move forward. Together, you can work on the difficult issues in the relationship and figure out how to solve them and ensure they do not arise again in the future.





Mind, Body, and Spirit

RESPECTING OTHERS (CONT...)

Know When to Walk Away

But it's possible that the other person won't accept what you have to say. They may push back. And they may refuse to change. In which case, there is nothing you can do to fix the relationship.

If the other person is a coworker, take the matter up with a supervisor. If they're anyone else in your life, just take a break from them. It could be a temporary break; it could be a permanent one. Only you can be the judge of that.

You cannot change the other person. But you can change yourself, by taking this time to establish your own healthy coping mechanisms: healthy new relationships, counseling, exercise, mindful breathing, etc.

"Not every relationship is worth saving. If you've done your part but the other person is not willing to change or help, it may be time to walk away and invest your effort in healthier, more supportive relationships with other people," writes educational consultant Kendra Cherry. URL:

<https://www.verywellmind.com/signs-that-youre-in-an-unhealthy-relationship-5218237>

Respect Starts With You

We talk a lot about "respect" in this issue of the Quarterdeck. And that doesn't just mean respecting other people; it also means respecting yourself. Which means speaking up—respectfully—when people in your life are not treating you with respect. They may accept your feedback, or they may not. Either way, it's okay. You're doing right by you.



DO YOU HAVE AN ACTIVE RISK MANAGEMENT MINDSET TO RECREATIONAL ACTIVITIES?

By CAPT Sara Pickett
Regional SAPRO and COE Champion

This year is the year I turn 50, and while mentally I feel like I am in my mid-30s, my body tells me differently. I remember being in my early 20s, a new nurse, and not worrying about things like ergonomics when pulling a patient up into bed. Or playing volleyball, softball, rollerblading, or even running without warming up. During this time of my life, while I thought about risk management, I did not give it the attention and respect it deserved. I was good at wearing the proper Personal Protective Equipment (PPE) required of each activity—at least most of the time. I cannot say I wore it all the time. I was young, invincible, and honestly, I had the mindset of it wouldn't or couldn't happen to me.

I found my mindset changing to one of active risk management three years into my nursing career, when I became a Critical Care (CC) nurse. The reality is, if it could go wrong, there was a chance it would. And up to that point, I was lucky it had not happened to me.



Mind, Body, and Spirit

DO YOU HAVE AN ACTIVE RISK MANAGEMENT MINDSET (CONT...)

I will never forget the first time I had a patient in the Intensive Care Unit from an unintentional and preventable injury. He was 21 years old and had broken his neck diving into a body of water he thought was deeper than it was. His life and the lives of his family and fiancé were forever changed as he was paralyzed from the neck down. I wish I could say this was the only patient I cared for due to unintentional injury, but it wasn't. A couple of patients I often think about, probably more so now because I am a mom, are the three-year-old near-drowning patient whose parents had both thought the other was watching. And the 11-year-old with head trauma who fell off his bike and wasn't wearing a helmet because he was not leaving his cul-de-sac and was riding slowly.

The Navy Marine Corps Public Health Center dedicates the month of July to safety. We are now over halfway thru the 101 Critical Days of Summer Safety campaign. This campaign runs from Memorial Day weekend up until the end of Labor Day weekend. This is the time of the year that the Department of Defense (DoD) sees an increase in preventable injuries, some of which unfortunately lead to death. In Fiscal Years (FY) 2016 to 2020, the Department of the Navy (DON) lost an average of five Sailors and nine Marines per year in preventable off duty mishaps. Fatalities surged in FY21, with 26 Sailor and Marine deaths in off-duty mishaps with motor vehicle, motorcycle and water-related accidents as the leading causes. Unfortunately, these numbers are just the tip of the iceberg.



In the United States, unintentional injuries remain the leading cause of death for all age groups from 1 to 44 years old. The numbers are so high that the Center for Disease Control (CDC) has an Injury Center, dedicated to the prevention and control of injuries and violence. Recognizing that experiencing an injury or violence can have lifelong impact, the CDC's Injury Center focuses on improving lives by stopping injuries and violence before they happen. <https://www.cdc.gov/injury/index.html>.

If you haven't seen the Navy's Safety Center's 101 Critical Days of Summer campaign, please take the time to check it out. URL: https://navalsafetycommand.navy.mil/Portals/29/Documents/101%20Critical%20Days%20of%20Summer%202022_Compressed.pdf?ver=fDNSfq78uuG8vvqbcvCX5A%3D%3D.

The campaign has statistics and different safety information on so many types of recreational activities. The information is provided in an easy-to-read format and clearly articulates how mishaps can easily be prevented with an active risk management mindset.



Mind, Body, and Spirit

DO YOU HAVE AN ACTIVE RISK MANAGEMENT MINDSET (CONT...)

As a CC nurse, forward deployed on many different platforms, my mindset has become—and still is—one of “prepare for the worst and hope for the best.” I had mitigation plans and supplies set in place to ensure we could always provide high quality care.

I quickly found this mindset easily translates into my off-duty hours. Whether ensuring the family brings all required PPE as part of our packing list for vacation, instead of relying on our destination to have what is needed; to researching the local area and type of hike we are planning to ensure we have what we need. Or even exercising consistently (even if just walking) before tackling a long hike. Gone are the days of just jumping out of bed and hopping on my bike for a quick 20–30-mile ride. Time, improper ergonomics, and wear and tear of multiple sports injuries have taken their toll.



This is not to say I am no longer physically active or not participating in different types of activities with my family. Rather, I just approach the activity a little differently and with an active risk management mindset: “Prepare for the worst and hope for the best.” Now I gently roll out of bed, and often do morning yoga to “get the kinks out” before I tackle my day. I ensure I am hydrated and warm up before strenuous activities.

Just this past Memorial Day, I went with family members to hike Old Rag in the Shenandoah Valley. This is an intense, 10.2-mile hike, including an intense 1.5-mile rock scramble. I’d brought in my daypack a trauma kit, flashlight with batteries, cold weather blanket (in case someone was injured, and we had to stay the night on the mountain), and snacks/food geared to replace loss of electrolytes, etc... I am sure you get the picture. My family teased me that I had so much stuff, but upon arrival, when the bugs started swarming, guess who had bug spray.



Mind, Body, and Spirit

RESPECT: YOU GOTTA WANNA

By CAPT David Rodriguez
CHC, USN

Some of you may have seen the 2021 movie titled *"Respect."* It's a biographical drama/musical based on the life of Aretha Franklin.

One of the songs that Aretha Franklin arranged and recorded during her life is titled *"Respect."* The song was originally written and recorded by Otis Redding as a ballad in 1965. Aretha Franklin received two Grammy Awards in 1968 for her arrangement and recording. In 2002, the Library of Congress added her version to the National Recording Registry. It was also included in the *"Songs of the Century"* list by the National Endowment of the Arts.



In the song, Aretha Franklin sings:

*I ain't gonna do you wrong while you're gone
Ain't gonna do you wrong 'cause I don't wanna
All I'm asking
Is for a little respect when you come home*

In the original version of the song by Otis Redding, the words are:

*Do me wrong honey, if you wanna
You can do me wrong honey, while I'm gone
But all I'm asking
Is for a little respect when I come home*

In the Otis Redding version, the man is expecting to be treated disrespectfully by his partner while he is away from home. In the Aretha Franklin version, the woman is promising to treat her partner respectfully while she is home. The difference is that the woman *"don't wanna"* treat her partner disrespectfully.

Respect comes from the heart. Treating others with respect starts with an inward desire to be respectful. If we don't want to be respectful, our actions will show it. Conversely, our actions reveal what is going on in our hearts.

As a Christian chaplain, I follow the teachings of the Bible. In the New Testament, Jesus Christ said, *"Love your neighbor as yourself."* For me, treating others with respect is an act of love from the heart. I want to treat others with respect because I love others. When I fail to treat others respectfully, I take a look at what's going on in my heart and I ask God to help me with the wanna.

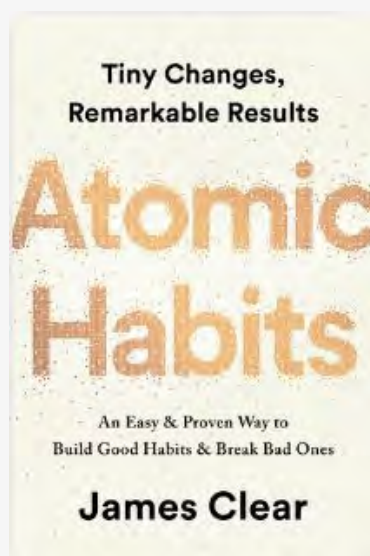
When it comes to respect, we gotta wanna.



COE Resources

This section is geared towards providing additional information, recommendations, and links to more COE resources (TED talks, books, etc.) that support our psychological, physical, and spiritual well-being and growth.

BOOKS



Atomic Habits by James Clear. *Atomic Habits* is a practical guide to transforming your habits, making change stick, and achieving results you never thought possible. The book is very well-researched. You will start off winning small victories while changing your behaviors for the long-term to enable you to succeed in habit forming. It'll help you—no matter who you are or how much you've struggled in the past. If you're looking for an easy and proven way to build good habits and break bad ones, or you'd like to discover how tiny changes can lead to remarkable results, *Atomic Habits* is a great place to start. URL:

https://www.goodreads.com/book/show/40121378-atomic-habits?from_search=true&from_srp=true&qid=2WiScPVp14&rank=1

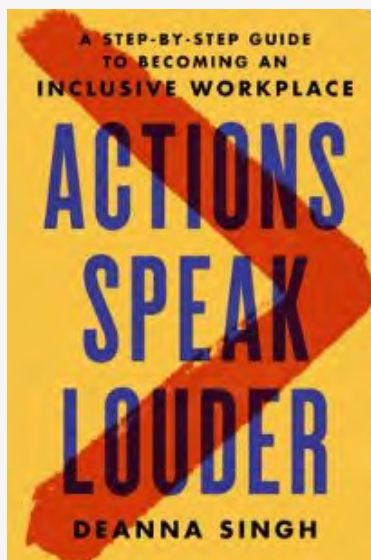
THE CCN NAVIGATOR

You can find the July 2022 issue available at the following link.

https://www.mynavyhr.navy.mil/Portals/55/Support/21stCenturySailor/COE/The_CCN_Navigator_July_2022_v3.pdf?ver=obrxD5y2HIRus2NsZ_auaA%3d%3d



CEO Resources



BOOKS (CONT...)

Actions Speak Louder: A Step-by-Step Guide to Becoming an Inclusive Workplace by Deanna Singh. Is your team ready to make real change about diversity, equity, and inclusion (DEI) in your organization? Renowned DEI consultant Deanna Singh uses narratives, case studies, DEI research, and interactive exercises to provide a practical way to assess your surroundings and business practices (anything from recruitment to retention) through new eyes. Singh provides tools and resources to assist with making actionable change, whether it be writing inclusive job advertisements or leading inclusive meetings, in an organization. A great book for teams to read together, *Actions Speak Louder* offers a guide to creating an environment where everyone has the opportunity to succeed. URL: <https://www.goodreads.com/book/show/58936416-actions-speak-louder>

TALKS

TED Talk: “How to Start Changing an Unhealthy Work Environment.” Gossip and backbiting (speaking ill of other people when they are not present) happen at workplaces everywhere, and it causes palpable harm to employee morale, productivity, and health, says psychotherapist Glenn Rolfsen. He makes a suggestion to any workplace supervisor or manager: Talk to your employees about backbiting, ask them if they think it is happening, and start a group project with them to create a backbiting-free workplace. Rolfsen lays out some parameters for this project, and a “filter test” to determine if any news you are hearing about a colleague is backbiting. URL: <https://www.youtube.com/watch?v=eYLB7WUtYt8>





CEO Resources

TALKS (CONT...)

TED Talk: "The Answer is Dignity & Respect."

Many Americans feel that differences of politics, race, and culture are dividing us. But Candi Castleberry Singleton, CEO of Dignity & Respect Inc., says that differences only divide us if we let them. She calls on all of us to make personal commitments to treat each other with dignity and respect. Doing so, she says, is how we can build bridges, overcome our differences, and come together as a community.

URL: <https://www.youtube.com/watch?v=dNoS8Oul-G8>



TED Talk: "Are You Consciously Creating a Culture of Respect?"

What kind of culture do you want to create? And what outcomes do we want? Shalina Sinha challenges listeners to think about these questions. We create a culture around us every day, with our words and actions, she says. She remembers the racism that she, ethnically Indian, encountered as a young girl on her school playground in Canada. The teachers allowed her classmates to mistreat and exclude her, and thus created a culture of disrespect. Sinha encourages us to actively create a culture of respect, by practicing four key respectful behaviors. URL:

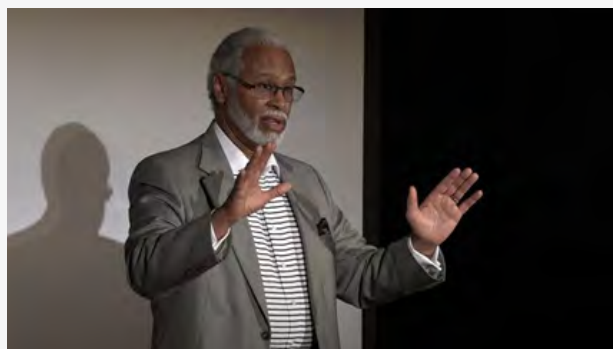
https://www.youtube.com/watch?v=m_Fpu_JfIS0



TED Talk: Preventing Suicide: Three Things Never to Do!"

Suicide is a deeply personal subject to counselor and veteran Dr. Clarence Davis: His sister took her life, and family members had failed to see the warning signs and respond to them meaningfully in time to save her. Davis tells his story and the hard lessons he learned about how to talk to someone who is on the brink. URL:

<https://www.youtube.com/watch?v=fMHoYqpkhhQ>





CEO Resources

TALKS (CONT...)

Talk: “How to Set Boundaries With Difficult People.”

Setting healthy boundaries with family members, partners, and other close people in our life is essential for our well-being, says therapist Julia Kristine. But, she notes, when you start setting healthy boundaries in relationships that have not had them, your loved ones may get upset with you. They may pressure you to “go back to the way things were before,” or even walk away from you. Don’t give in, Kristine says: Setting boundaries may be hard and uncomfortable at first, but it will change your relationships and your life as a whole will change for the better. URL:

<https://www.youtube.com/watch?v=ITSyrsgP9Cw>



TED Talk: “It’s Time to Talk About Verbal and Psychological Abuse.”

Lizzy Glazer’s father never physically abused her, but she constantly feared him all the same: His fiery temper and disrespectful behavior left her with long-lasting emotional scars and internalized shame. She is a survivor of “psychological and verbal abuse,” and in this talk she describes how widespread this form of abuse is, its effects on survivors, and five signs of an abusive relationship. And delivers this message for those caught in one: You are not alone. URL:

<https://www.youtube.com/watch?v=SWqi9whHeKM>



For the latest and greatest happenings in the Region, follow us on social media.

We are on **Facebook** at <http://www.facebook.com/NavDistWash>

and **Instagram** at <https://www.instagram.com/navdistwash/>



Diversity, Equity, Inclusion, and Accessibility

NATIONAL DISABILITY INDEPENDENCE DAY: HONORING THE 22ND ANNIVERSARY OF THE AMERICANS WITH DISABILITIES ACT

By Desmond Boykin
Equal Employment Opportunity Specialist



National Disability Independence Day, on July 26th, commemorates the signing of the Americans with Disabilities Act (ADA) on July 26th, 1990, by President George H.W. Bush.

An individual with a disability is defined by the ADA as a person who has a physical or mental impairment that substantially limits one or more major life activities, a person who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment.

Before the ADA, people with disabilities were not legally entitled to reasonable accommodations, including at universities and colleges. The ADA provides protection from employment discrimination as well as better access to goods, services, and communications for people with disabilities. The goal was to expand the rights of the disabled community in a single law by ensuring their freedom from employment discrimination and access to all levels of Government, public establishments, transportation, and communication. Over time, common barriers such as narrow doors and small bathroom stalls became accessible to wheelchairs. Other examples include braille signs and crosswalks for the vision impaired.



Diversity, Equity, Inclusion, and Accessibility

NATIONAL DISABILITY INDEPENDENCE DAY (CONT...)

The changes improved mobility and safety. Beyond structural changes, the act motivated designers to create technology innovations. Often, physical limitations restrict a person's ability to access legal or health information. New assistive technologies make it possible to obtain the necessary information.

The ADA covers employers with 15 or more employees, including state and local governments. It also applies to employment agencies and to labor organizations. The ADA's nondiscrimination standards also apply to Federal-sector employees under section 501 of the Rehabilitation Act, as amended, and its implementing rules.

Any veteran with a disability who meets the ADA's definition is covered, regardless of whether the disability is Service-connected. Each year, thousands of military personnel stationed around the world leave active duty and return to jobs they held before entering the Service, or begin the search for new jobs. Recent veterans report high rates of service-connected disabilities (i.e., disabilities that were incurred in, or aggravated during, military service). About 41 percent of Gulf-War-era II (post 9/11) veterans report having a service-connected disability, as compared to about 25 percent of all veterans.

Common injuries incurred by these veterans include missing limbs, burns, spinal cord injuries, post-traumatic stress disorder (PTSD), hearing loss, traumatic brain injuries, and other impairments. Other veterans leave service due to injuries or conditions that are not considered Service-connected.

HERITAGE CORNER

STARTING AN EMPLOYEE RESOURCE GROUP AT NDW

By Desmond Boykin
Equal Employment Opportunity Specialist

Do you want an opportunity to share your insight on working at NDW and help shape the image of who we are? We are gauging interest for starting an Employee Resource Group. An Employee Resource Group is a voluntary, employee-led group whose aim is to foster a diverse, inclusive workplace aligned with the organizations they serve.

They are usually led by and participated in by employees who share a characteristic, whether it's gender, ethnicity, religious affiliation, lifestyle, or interest. The groups exist to provide support, help in personal or career development, and create a safe space where employees can bring their whole selves to the table. Allies may also be invited to join the Employee Resource Group to support their colleagues. There will be opportunities for outreach to the community as well as within the workforce of NDW.



If you have any interest in forming an Employee Resource Group, please reach out to Mr. Desmond Boykin.

Desmond.boykin@navy.mil



Voice of the Employee

What does COE mean to you personally? Every edition, we invite readers to share their thoughts.

“

COE to me means that I should strive daily to be my best self. The self that can rise above to tackle challenges and issues that come my way. The self that places respect and trust as supporting pillars in my work relationships. The self that looks out for my team and coworkers because I not only care for them, but I also cannot fulfill the mission effectively without them. COE is about how I contribute to the well-being of others, their resiliency, and their inherent value to the organization and myself.

”

---**Brad Baumgardner**
Telecom Services Supervisor (N651)

“

Building a COE means each employee within the command feels included, accepted, valued within the organization, and confident that formal processes and procedures are free from bias. A healthy organization that encourages and listens to employee recommendations and suggestions on command improvement. A successful COE requires the ability to embrace change, challenges, and growth with an optimistic outlook in order to receive a positive outcome.

”

---**Trina Gray**
Planning & Integration Manager,
Information Technology (N60)

“

It has been very refreshing to see how the COE has made an impact on me as an employee of NDW. With the direct engagement of our leadership along with the creation of the monthly newsletter, I feel that hope and trust is being restored. Along with the engaging Town Halls, both initiatives are tangible proof that our leaders are listening and that we are moving towards a more inclusive organization where everyone has value.

”

---**Ms. Deidre Mickens**
Regional Support Agreement Manager/Program Analyst (N5)



In the Spotlight

A DAY IN THE LIFE OF A FIREFIGHTER PARAMEDIC, WITH NATE MARTIN

By Mr. Joseph Ferrara, Battalion Fire Chief, NDW Fire and EMS, Bethesda/Carderock, and
Nate Martin, Firefighter Paramedic

My day typically starts at 0600 when I get in to work with a quick check of my email and the daily staffing roster. Roll call starts at 0700, and we all catch up on what the last shift's calls were and what equipment was used while having a hot cup of coffee to get ourselves in gear. At roll call, the Battalion Chief hands out daily tasks, riding assignments, and then we make the most important of the day: "What's for dinner?" We have even more coffee, many of us have one-and-a-half hour or longer commutes and have already been up since 3 or 4 a.m.





In the Spotlight

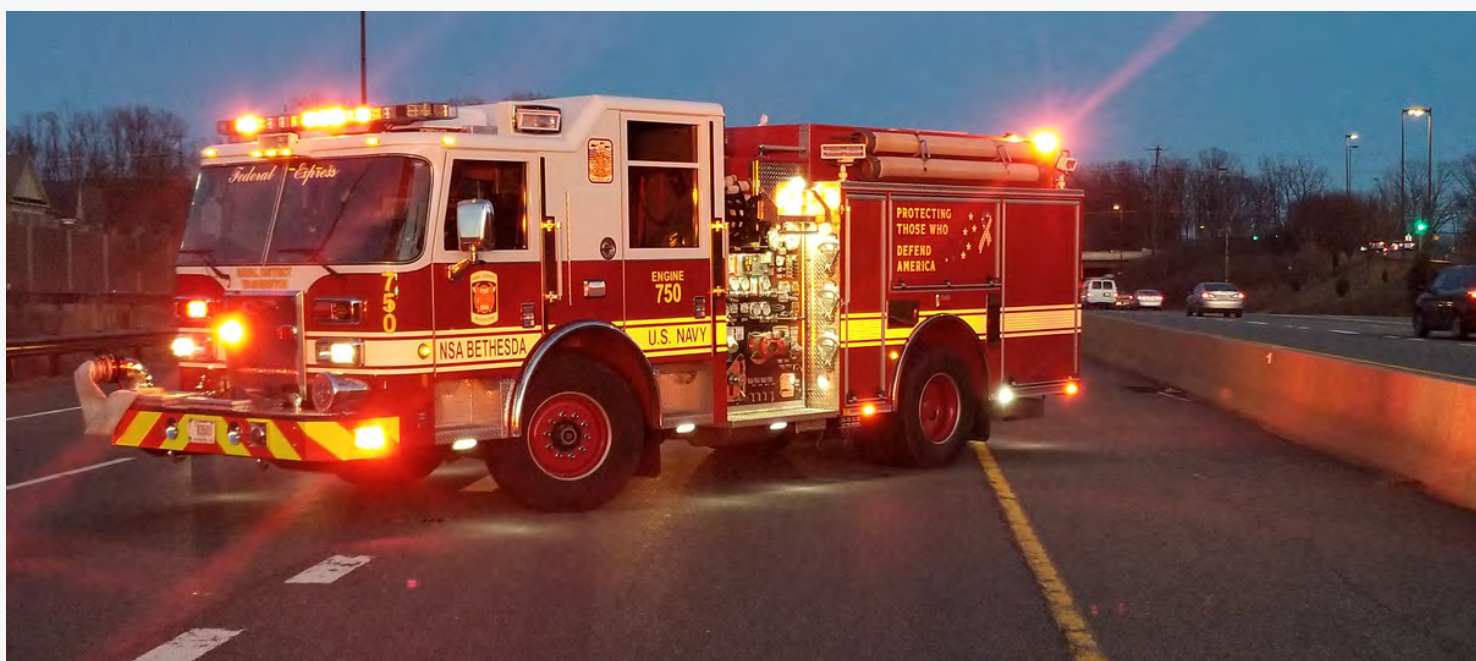
A DAY IN THE LIFE OF A FIREFIGHTER PARAMEDIC (CONT...)

Next up, crews head down to the apparatus bays and check our gear and equipment. Everyone puts fresh batteries in their portable radios and continues on to check their air packs. Now our air packs are 45-minute 5500-psi cylinders, but this morning I found my pack to be at only 4900, which in a fire could be the difference maker.

After daily checks are completed, and any deficiencies corrected, we go out to various buildings to perform inspections. This generally includes locating stand pipes, fire department connections, extinguisher checks, emergency exit issues, and many other things. If I am working with any of the newer members assigned to my station, I take extra time when going through the buildings to ensure they are familiar with the layout and any special hazards. This way, in the case of an emergency, they can operate effectively and efficiently as part of the team.

It is no surprise that our planned day often gets thrown out of sorts. Emergencies come at all times of day with incidents that can range from medical or fire-related to technical rescue or hazardous materials. We typically will complete some sort of training in the afternoon, whether through practical evolutions such as pulling hand lines, throwing ground ladders, or rapid intervention search and rescue. If the weather does not cooperate, we will get together in the training room and do a didactic type drill. This is a job where if you think you know everything, that's when you will get someone or yourself hurt or worse.

We are always trying to prepare for the worst-case scenario and learn from each other, and learning from each other does not just apply to fire-related matters. We have one guy who is a new father, and so we all pitched in our different parenting tips and tricks, because becoming a new parent can be a fun and stressful time all at once.





In the Spotlight

A DAY IN THE LIFE OF A FIREFIGHTER PARAMEDIC (CONT...)

Now the best part of the day after the workday is over: We will watch The Price is Right and have yet another cup of coffee. I try to go out on runs after the day calms down, as our job is very physically demanding. That and I am training for a marathon with another guy I work with. But more importantly I don't want my physical fitness to be the weak link at a fire.

By this point, dinner is almost ready, and since I am definitely no chef and rarely cook, I will most certainly take care of the dishes and clean up the mess from dinner. Usually after dinner we all finally relax in the recliners and vote on a movie to watch for the night until the next call for service comes in. I try to get to bed at a decent time as some shifts we can be up all night running calls only for me to repeat my day tomorrow as we work 48 hours at a time.

At the end of my shift, we do for the oncoming guys what they did for us, passing down information from our shift, keeping them up to date on any changes on base or at the station, and advising of any equipment issues. When we are sure that all of the next shift is here, we finally get to go home for a few days before coming back and doing it all over again.



SUICIDE PREVENTION SQUAD

By Natalie Transue, Work & Family Life Consultant and
Education Services Facilitator and
AZC (AW) Kathleen Kalyan-Barden, FRCMA DET
Naval Air Station Patuxent River

Fleet Readiness Center (FRC) Mid-Atlantic Detachment Patuxent River's Naval Aviation maintenance and repair facility has 141 enlisted members, 3 officers, and 107 civilians. Along with maintaining aircraft, FRC is making sure that the mental health of its Sailors and civilians is well-maintained, too. Its new Suicide Prevention Coordinator (SPC), Aviation Maintenance Administrationman (AZC) Chief Petty Officer Kathleen Kalyan-Barden, has recruited a team of Sailors, the Suicide Prevention Squad, to assist with suicide prevention.

"Sailors have a wide range of stressors that they have to work through these says," said Officer in Charge LCDR Krystyna Testudine. "Having programs that focus and invest in the health and growth of our Sailors will better prepare the Navy for Mission Success."



In the Spotlight

SUICIDE PREVENTION SQUAD (CONT...)



Aviation Structural Mechanic First Class (AM1) Petty Officer Stephen Mefford and AM1 Petty Officer Chyrstin Morrell serve on the Squad as FRC's Assistant Suicide Prevention Coordinators (ASPCs).

The other Squad members include:

- E-6 Aviation Electronics Technician
First Class Petty Officer (AT1) Halie Eddleton
- E-5 Aviation Maintenance Administrationman
Second Class Petty Officer (AZ2) Amy Foster
- E-5 Aviation Structural Mechanic
Second Class Petty Officer (AM2) Kiana Placheta
- E-4 AM2 Petty Officer Cayden Rountree
- E-4 Aviation Electronics Technician
Third Class Petty Officer Riely Gould
- E-4 Aviation Structural Mechanic
Third Class Petty Officer Caleb Mason
- E-3 Aviation Maintenance Administrationman
Airman (AZAN) Alison Yanez
- E-3 AZAN Charles Thomas
- E-2 Machinery Repairman Fireman Apprentice
Akira Vance

The idea is to have Sailors of all ranks on board so that the level of comfort is there, Chief Kalyan-Barden explained: They want to create an environment where it's easy for a Sailor or civilian to ask for help or even just to talk. She said that she is looking to add two civilians to their squad as well.

Through the Squad, she is also working to empower those around her: "I like to tell my Sailors to be part of the process, not part of the problem. If you're going to bring problems, bring solutions. This is one way to give ownership to the Service member," she said.

All of the Sailors on FRC's Suicide Prevention Squad are safeTALK certified. Most are Applied Suicide Intervention Skills Training (ASIST) certified, and the few who are not are scheduled for class in the coming month.



In the Spotlight

SUICIDE PREVENTION SQUAD (CONT...)

They have met several times already to discuss common concerns within their command. And they continue to look for innovative ways to spread the word that they are all available to assist their fellow Sailors and civilians.

Currently, they are working on posters with their pictures to add to their information board in FRC's main hallway. By posting their names and pictures, they hope that other Sailors and civilians will know exactly whom to seek out if they need assistance.

The Squad is also collaborating with the Fleet and Family Support Center's (FFSC's) Education Services Facilitator, Ms. Natalie Transue, to host several events in September for Suicide Prevention Month. So far, they have Chalk the Walk and Laps of Life scheduled. There's also talk of a Dunk Tank in their near future!

On July 19 at 1300, the FFSC will kick off the first quarterly Suicide Prevention Meeting for Naval Air Station Patuxent River. Suicide Prevention Coordinators and ASPCs are highly encouraged to attend.

Along with the Suicide Prevention Squad, FRC's Aviation Electronics Technician Senior Chief Petty Officer (ATCS) Jacob Baker led the charge in implementing the facilitation of the training program Full Speed Ahead 3.0.

Chief Kalyan-Barden said, "How do we break that wall where communication, trust, empowerment, and teamwork play an important role in our Navy today? Moving forward, this is how we can improve that process, with the Culture of Excellence and Full Speed Ahead 3.0."



After briefing leadership, the training schedule commenced, starting with Module 1, and the team has now rolled into Module 2. They expect to complete Module 2 by the end of July.

After attending Full Speed Ahead Facilitator training, ATCS Baker said, "For too long, we haven't had the right tool to reach everyone on the Navy team. Now that we have it, we couldn't keep it to ourselves. Developing the right team to deliver this message to FRC was a top priority. I felt this course is outstanding for building a command climate of inclusion and cohesiveness."

FRC is paving the way to the future success of the Navy.

"It's programs like Suicide Prevention, Sexual Assault Prevention and Response, and Full Speed Ahead that make our Command Stronger," said LCDR Testudine.



In the Spotlight

BRAVO ZULU!

The **Bravo Zulu (BZ)** Section is dedicated to “**shout outs**,” “**atta boys**,” and “**well-dones**” for staff, from staff, from across the entire NDW Region. To submit a Bravo Zulu, please email us at: NDW_COE_Newsletter@us.navy.mil



BZ to Ms. Klehe Bradshaw, who has performed her demanding duties as Lead Lifeguard in an exemplary and highly professional manner. Ms. Bradshaw made a save at the South Severn Pool on June 27, when a child from the swim team was struggling to swim and having trouble getting to the wall. Ms. Bradshaw extended her lifeguard tube to the child, but the child was unable to reach for it, so she jumped in the pool next to the child, helped the child grab onto the tube, and brought her back to the wall. Ms. Bradshaw made sure the child was okay and spoke with the parents. Ms. Bradshaw's attention to detail, her dedication to MWR's mission, and her work ethic are enviable and reflect great credit on her, the MWR Programs, Naval Support Activity Annapolis, and the United States Navy. Bravo Zulu!

BZ to our Morale, Welfare, and Recreation (MWR) teams at Naval Support Activity Annapolis, Naval Support Facility Dahlgren, Naval Air Station (NAS) Patuxent River, and Navy Recreation Center Solomons for jobs well done on their 4th of July festivities! Bravo Zulu!

NDW Regional Clinical Team would like to send a BZ to Ms. Gabrielle Bollino of NAS Patuxent River. Ms. Bollino runs a top-notch counseling and advocacy program. She's always willing to help in the Region and to pilot CNIC initiatives. She is an advocate for the community she serves and for her employees. She has excellent working relationships with her staff and other stakeholders at her Installation.” Bravo Zulu!

Ms. Stephanie Kiessling, now-former NDW Human Resources (HR) Specialist, says BZ to Ms. Amanda McPherson, who has been an absolute ROCKSTAR for asking questions to help the HR team as well as taking the initiative to take on some recruit and non-recruit actions to help keep things moving along. You have been doing a phenomenal job! Keep up the good work!! Bravo Zulu!

Ms. Kiessling also says BZ to new HR Specialist Mr. Anthony Hewitt, who came from the Army and is very eager to jump in and get started with the NDW HR Office. He has been excited to take on some of the work and taking the initiative to help when we were getting him access. Good work! Bravo Zulu!



In the Spotlight

BRAVO ZULU! (CONT...)

Bravo Zulu from Chief of Staff CAPT Grahame Dicks to the Quarterdeck's editor, Mr. Rick Docksai:

Mr. Docksai, thank you for what you do with all our instructions, notices, etc. Important work that I know does not get a lot of formal recognition but is critical to our mission. Also want to send my thanks and appreciation for your work on the COE Newsletter. Really enjoyed your latest Mind, Body, Spirit article; it made me very "smart" on a very important topic. Keep up the great work and thanks again for what you do for our team! Bravo Zulu!

At a June 14 ceremony on Naval Support Activity Bethesda, Master-at-Arms Seaman Maria Crawford

was given an achievement promotion to Master-at-Arms 3rd Class based on her outstanding performance as a student in the Master-at-Arms "A" school. NSA Bethesda installation commanding officer Capt. Scott Switzer presented her with the appointment letter. Great work and Bravo Zulu!

BZ to the NSF Thurmont UT/CE shop personnel

for the timely response and repair of two critical system casualties. They coordinated sewage pumping operations and installed a temporary A/C unit in the galley until the respective sewage lift station pump and A/C motor could be procured. Within 12 hours of receiving the materials, both systems were fully operational, enabling uninterrupted mission support and success. Bravo Zulu!

BZ to the six NSF Thurmont sailors who were selected for promotion: BU3 Adrian Davila, BU2 Keegan Hill, CM3 Braeden Kavanagh, CS3 Jaylon Lowery, UT2 Adam Tyrone, and EO3 Dustin Wade. The frocking for these members was held July 7 at NSF command quarters. Bravo Zulu!

A huge BZ to the NSF Thurmont Fire Department (DC1 Katrina Anderson, DC2 Eric Leather, and Fire Chief Wayne Garver)

who responded to a fire at a two-and-a-half story dining hall at a local summer camp complex. Their efforts to maintain the water supply and assist fighting the fire over the course of 10 hours was recognized by the Frederick County Fire Department as critical to the successful operation and safety of the team. Bravo Zulu!

BZ to CS3 Alexander Ruman from NSF

Thurmont for excelling within the Supply Department. He has been instrumental in the identification and documentation of material discrepancies for all the Installation's accommodations, ensuring maintenance actions were completed prior the recent VIP guest visit. As the designated guest steward, he went above and beyond to ensure all cabins were ready to receive guests early, contributing to the success of the NSF Thurmont mission. Bravo Zulu!

Mr. Brian Arroyo, Director, Manpower, Manning & Workforce Development, sends a BZ to EMCS Andamo McCullough for making the Dean's List at the Senior Enlisted Academy last month. Bravo Zulu!



Any employee can send a Bravo Zulu message to acknowledge a good deed of a coworker, supervisor, employee, group, or team, either in their N-Code or in any other N-Code or installation of the Region.



Services for You

ASK N1

By Ms. Andrea Burckman
Director, Total Force Manpower Management (N1)

As we continue to increase telework and virtual operations, we are striving to increase our availability and outreach to our front-line personnel at Installations as well as to our teleworkers and remote employees. In April, we launched “Ask N1,” a recurring monthly chat using the MS Teams platform to connect all personnel with the N1 team. Each month we have N1 staff members available online to take employee questions and get your feedback about how to better serve your needs. The team is available to answer any question on a variety of topics, including appropriated-fund civilian human resources, records management, privacy/Personally Identifiable Information, Total Workforce Management System, training, reasonable accommodations, personnel security, and more.

Ask N1 is held the third Wednesday of each month at 1300. A recurring meeting invitation was sent to all front-line employees, Installation Program Integrators, and Administrative Officers to encourage participation. Everyone is welcomed and encouraged to participate.

If you have ideas or topics that you would like to see covered at the next Ask N1 on 20 May 22, please email your topics to Ms. Tricosa Gray.

Tricosa.R.Gray@navy.mil





Services for You

NDW FACILITATED MENTORSHIP PROGRAM

By Ms. Joanne MacKinnon
Training Performance and Improvement Specialist,
NDW Fleet and Forces Readiness

Workforce development is vital to the success of every organization. NDW demonstrates investment in their staff through the NDW Facilitated Mentorship Program, which assists in increasing workforce skills and morale, narrowing the knowledge/skill gap, reducing turnover, and developing future NDW leaders at every level.

NDW Fleet & Family Readiness (FFR/N9) piloted this program for CNIC FFR in 2013, and it has since been extended to all NDW N-Code employees.

The process involves pairing an experienced employee (Mentor) within the organization with an employee (Protégé) seeking to enhance their knowledge, career development, and growth. The pairing of a mentor with a protégé results from several processes, so that the most effective match can be made.

Generally, there is a one-year agreement between the Mentor and their Protégé, kicked off with an Orientation and concludes with a Graduation Celebration. The next iteration begins this November, so stay tuned for further information!

Please reach out to Joanne MacKinnon for further information!

Joanne.c.mackinnon.naf@us.navy.mil

301-904-5555



NDW HQ CNIC UNIVERSITY

By CWO-2 Jesus Lemus-Martinez

The CNIC University Total Force Initiative (CU TFI) is an effort to Get Real and Get Better by reshaping training, education, and workforce development for all personnel in CNIC. Training-needs assessments of our programs and personnel over the last three years have shown a strong demand signal for 24/7 access to cost-effective, high-quality training opportunities in both hard and soft skills. Accordingly, the CU TFI was created to address those issues and many more in a strategic, cost-effective, and sustainable way.

The most visible CU TFI line of effort is the CNIC University Learning Management System (CNIC U LMS), the backbone of CNIC University. It provides users with easy access to thousands of high-quality eCourses powered by LinkedIn Learning (LiL), along with a wide variety of other program-related training and learning opportunities. Training is delivered via face-to-face instructor-led training, virtual instructor-led training, self-paced eCourses, and hybrid deliveries. New content is added to the system regularly. No CAC is required, and CNIC U LMS can be accessed using any Internet-connected device, including mobile phones.



Services for You

NDW HQ CNIC UNIVERSITY CONT...



On 9 May 2022, NDW Headquarters began to offer "CNIC University" to the staff (military, civilian appropriated fund, and non-appropriated fund personnel) assigned to UIC 00171. 294 CNIC U LMS users were activated. Of those 294 users, 168 have completed a total of 199 courses. That is an adoption rate of 57%! This is well over the industry standard of 30%. But we still have a way to go to fully utilize this system and LiL to our maximum benefit. For more information about CNIC U LMS with LiL, please contact the POCs below.

APF/MIL: CWO-2 Jesus Lemus-Martinez

jesus.a.lemus-martinez.mil@us.navy.mil

APF/MIL: Ms. Elizabeth Everett

elizabeth.m.everett2.civ@us.navy.mil

N9/NAF: Ms. Joanne MacKinnon

joanne.c.mackinnon.naf@us.navy.mil

ADDITIONAL SERVICES FOR YOU

Fleet and Family Support Program: July's issue of the FFSC Family Connection Newsletter is now available. In it, you will find information on sexual assault prevention and response, ending child abuse and neglect, upcoming virtual webinar classes, and much more. The newsletter can be found at the following link: <https://ffr.cnic.navy.mil/Family-Readiness/Fleet-And-Family-Support-Program/Family-Connection-Newsletter/>

DONCEAP: New articles, resources, and other information are now available for the month of July and can be found on the Magellan Ascend website: <https://magellanascent.com/?ccid=hpZiwlTni%2FVKNrZqvUQNB6fBJJGSp2%BZYWZSUbKC7lw%3D>

ACI: For articles, resources, and other information for the month of July, please visit the ACI website: <http://myassistanceprogram.com/cnic/>





Things to Do Around You

Each month, we're bringing you family-friendly and budget-friendly recreational activities throughout the Region. You can boost your health, learn things, have fun with your family, and make new friends, all without spending a fortune.



Outdoor Movie Nights. Thursday night is outdoor movie night this month and next in The Wharf in DC. Come to the Transit Pier on the following dates for the following movies:

- July 28: Top Gun
- August 11: Spider Man: No Way Home
- August 18: Crazy Rich Asians
- August 25: Summer of Soul

All film screenings are free and start at 7:30 p.m. For more information, go to <https://fb.me/e/1WWj8yQBQ>.



Things to Do Around You



Crafts and Podcasts. If needlework and social justice are your interests, then the Craftivist Circle welcomes you. This group meets monthly at the Smithsonian's Anacostia Community Museum for crocheting, knitting, and needlepoint while listening to podcasts and talking in depth about local social-justice issues and how artists can inspire change. Their meetups are on the first Saturday of every month and are ongoing until November. They're free, but registration is required. For more information and to register, visit <https://www.eventbrite.com/e/craftism-circle-tickets-338457985947>.



Artists at the Amphitheatre. The Annapolis First Sunday Arts Festival, a wildly popular street festival, returns to Annapolis next month with 130 artisans from the city and across the region, along with live music and outdoor dining. Happening Sunday, Aug. 7, from 11:30 a.m.-2 p.m., at the People's Park Amphitheatre. For more details, visit www.firstsundayarts.com.



Great Navy Campout at NAS Patuxent River. Join the NAS Patuxent River MWR Team for their Great Navy Campout July 30-31, 2022. Each family/participant will receive one FREE night of camping at the Paradise Cove Campground. All registered guests will receive a six-person tent and camping lantern rental, as well as a s'mores kit! Register at the West Basin Marina Office by July 23 or call 301-342-3573. www.navywmwrpaxriver.com/gnco



Things to Do Around You



Explore Navy History at the Naval Academy.

Do you like model ships? Then you'll love the U.S. Naval Academy Museum in Annapolis. Its two floors of exhibits on the history of sea warfare, the Navy, and the Naval Academy include a collection of more than 70 handcrafted wooden seventeenth- and eighteenth-century ship models—the largest publicly displayed collection of its kind in North America. Museum admission is free. And while there, you can also visit (for free) the Chapel and Crypt of John Paul Jones, and take a walking tour of the Academy itself; walking tour tickets are \$11.50 for the general public and \$9.50 if you have a military ID. For more information, go to <https://www.usna.edu/Museum>.



Music for the People. Live music is coming straight to local neighborhoods in Fredericksburg this August 20, for the third annual Fredericksburg PorchFest. The event runs from 10 a.m.-4 p.m. and will feature family-friendly music performances, plus food and beverages for sale. Admission is \$5 and open to all ages. For more details and event updates, go to <https://fb.me/e/1QYlXkQe7>.



Walking in the Footsteps of the Suffragettes.

FXBG Walks, a summer series of walking tours in Fredericksburg, will have a Suffragette-themed walk on Saturday, July 30. A local historian will take you on a two-hour stroll while telling you about efforts for women's right to vote in Virginia and the local activists who helped make it happen. Tickets are \$16 (\$15 plus a \$1 purchasing fee) and are available at <https://fxbg.com/find-things-to-do/fxbg-walks>.



Fair Winds and Following Seas



While there are no submissions for retirements for the month of July, we would like to thank all of those who have left the NDW family. We appreciate all of your hard work and dedication.

You will be missed.

**Wishing all of you
Fair Winds and Following Seas
on your new adventures.**



Connect with Us

GOT A SUGGESTION, COMMENT, OR IDEA YOU WOULD LIKE TO SHARE?
WE WELCOME YOUR INPUT.

Feel free to reach out to the Newsletter team at: NDW_COE_Newsletter@us.navy.mil
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For more detailed information, please select your installation at:

<https://www.cnic.navy.mil/regions/ndw.html>