

THE QUARTERDECK



Naval District Washington (NDW) Monthly Newsletter

VOL. 18 JULY 2023



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.

Don't miss the special edition of the Fair Winds and Following Seas section, honoring Naval Air Station Patuxent River Firefighter Brice Trossbach, who tragically died in the line of duty on June 27, 2023.

In July, NDW celebrates the signing of Executive Order 9981, banning segregation in the Armed Forces.

Check out this month's edition
for the following:



NDW's COS discusses how the manner in which we communicate can turn a good message bad, or a potentially bad message good.



Chaplain Johnson reminds us of the importance of respect and how it affects our everyday interactions.



National Disability Independence Day commemorates the signing of the Americans with Disabilities Act (ADA).



Naval Air Station Patuxent River Firefighter Trossbach honored with Last Alarm.



LEADERSHIP AND YOU

A message from the Chief of Staff on effective communication...*talk less, hear more.*

[Read More](#)



MIND, BODY, AND SPIRIT

Thoughts on adult bullying, maintaining an active risk-management mindset while enjoying outdoor activities, and treating people with respect.

[Read More](#)



COE RESOURCES

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

[Read More](#)



DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY

NDW celebrates the desegregation of the Armed Forces and commemorates the signing of the Americans with Disabilities Act

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VOICE OF THE EMPLOYEE

Naval Support Activity Washington's Deputy Commander Gilbert Elliot Jr. shares his thoughts on executive order 9981 and the anniversary of the historic day.

[Read More](#)



IN THE SPOTLIGHT

Learn about the Great American Campout and how you can enjoy the many MWR campgrounds across the region.

[Read More](#)



SERVICES FOR YOU

Learn about Reasonable Accommodations; what it is, what it means and how they make it easier for the employee to successfully perform their duties.

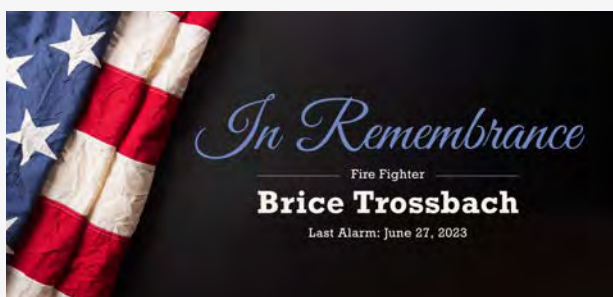
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THINGS TO DO AROUND YOU

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

[Read More](#)



FAIR WINDS AND FOLLOWING SEAS

NDW says a final farewell to Firefighter Trossbach.

[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.

[Read More](#)



Leadership and You



EFFECTIVE COMMUNICATION

By CAPT Graham Dicks
NDW Chief of Staff

Team NDW, as we focus on this month's signature behavior of treating everyone with respect, I believe that one of the keys to respecting one another is our ability to truly and effectively communicate. I've had a lot of reasons to focus on communications recently, and a lot of my focus has been on the various aspects of communicating, not just the message I am trying to send or receive. This includes each of the other parts that can make communication very good, or potentially very bad...tone, wording, body language, etc.

The message is the message, but it is how we communicate that displays how we respect (or not) another person, and the manner in which we communicate can turn a good message bad, or a potentially bad message good. All too often we believe that we are communicating well and are open to others communicating issues to us, when in reality, we may be failing to communicate well and respectfully without a recognition of it.

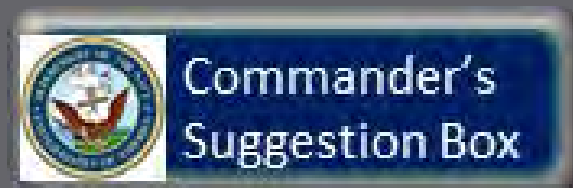


Leadership and You

EFFECTIVE COMMUNICATION (CONT...)

Sometimes, and I am certainly guilty of this, we jump right into a conversation with another person with good intentions, but with an unhelpful *"fix it"* mentality. We want to give advice and solutions rather than actually listening, understanding, and *then* providing an offer of help (if needed) ...advice and help are two distinct things.

As we communicate, we need to respect the other party by being present in the communication and display our respect by understanding how best to communicate with that person at that time. If you are ever not sure of how to communicate to a specific person at a specific time, I find that it is always best to fall back and be a really good listener....***talk less, hear more.***



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 any of the following locations below:

Hub Link:

<https://flankspeed.sharepoint-mil.us/sites/CNICNRNDWHub>

Direct Link:

<https://flankspeed.sharepoint-mil.us/sites/CNICNRNDWHub/SitePages/CO-Suggestion-B.aspx>

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



Mind, Body, and Spirit



EXPERIENCING ADULT BULLIES

By Rick Docksai
Editor

So many things change when we leave childhood and become adults. Here's something that doesn't: bullying. Insecure, mean-spirited individuals who prey on those they perceive to be "weaker" crop up in our adult lives just as they did on the school playground. And their ability to hurt us, if anything, only grows.

"It happens, and not infrequently. It's more insidious and passive-aggressive than childhood bullying, because adults are, well...more sophisticated in how they attack their prey," writes Dr. Leah Katz, a psychologist contributor in Psychology Today. And the recipient of the bullying often feels very much alone, carrying big shame on top of all the other costs of getting bullied." URL:

<https://www.psychologytoday.com/us/blog/shame-nation/201911/adult-cyberbullying-is-more-common-you-think>

An estimated 30% of Americans suffer bullying at work, and another 19% have witnessed it, according to a 2021 WBI U.S. Workplace Bullying Survey. This is roughly on par with rates of bullying among children and adolescents. URL:

<https://www.purdue.edu/newsroom/purduetoday/releases/2022/Q1/workplace-bullying-takes-an-emotional,-physical-toll-support-is-in-place-to-help.html>

Workplace bullies may engage in threatening, humiliating, or intimidating behavior or verbal abuse toward their coworkers or employees. They may also repeatedly sabotage their victims' work projects, withhold necessary resources from them, or meddle in their work to the point that work isn't getting done.



Mind, Body, and Spirit

EXPERIENCING ADULT BULLIES (CONT...)

Bullying happens outside work, as well. Adults can be victims of any of the following:

- **Social Bullying**—someone gossips about them and tries to turn others against them and get them excluded from events.
- **Cyber Bullying**—online trolls sometimes go above and beyond simple rude comments and repeatedly stalk and harass a victim, to the point where the victim is feel real-life distress or even fear.
- **Material Bullying**—the bully holds some financial power, legal sway, or embarrassing information over their victim, and they use it to exert domination and control.

URL:

<https://www.psychologytoday.com/us/blog/communication-success/201701/the-5-major-ways-adults-bully-each-other>

And like the schoolyard variety, adult bullies may subject their victims to any and all kinds of name-calling, verbal insults, and abusive, racist, misogynistic, and or transphobic/homophobic, or bigoted language. And physical violence—they may throw a punch or at least threaten to do so. Or worse: Domestic violence and sexual violence, to name a few examples, are extreme forms of bullying adults can suffer.

The harms bullying victims suffer are many, starting with anxiety, depression, and damaged self-esteem. Their physical health may suffer. And they may suffer setbacks in their careers or relationships, or see their reputations trashed.

Dr. Katz has some suggestions for adults who are being bullied:

- **Take a stand.** Speak up about it to the bully (if you feel safe doing so). Or talk to a superior or colleague who can help you.
- **Document everything.** Gather evidence (if possible) of the bullying.
- **Use your social support.** Friends and loved ones are there for you to talk to about what you're going through.
- **Validate your experience.** Recognize that you are being bullied, that it's not "in your head," and that you have the right to be upset about it.
- **Set clear boundaries.** Find ways to limit the bully's ability to contact you, interact with you, and interfere with your emotional health.
- **Practice compassion.** While not condoning the bully's behavior, realize that they are acting out of some deep-seated insecurity or pain. You can even feel a little sorry for them.
- **Depersonalize.** Remember that it's not about you; bullies act they way they do because they are bullies, not because of something you are doing or have done.

Many adults suffer from bullies, and unfortunately will continue to do so. If work place bullying goes unaddressed it could result in the worst outcome of suicide. There are simple actions we can take to prevent bullying and in turn support each other.



Mind, Body, and Spirit

EXPERIENCING ADULT BULLIES (CONT...)

Creating a work environment that fosters communication, a sense of belonging, connectedness, and respect is a vital step in preventing suicide in the workplace. The Navy's call to action is for us to **ACT**.

See something...say something. If you see or suspect bullying, there are things you can do.

ASK

Talk to the person, ask if they are ok?

CARE

Acknowledging that you noticed hurtful treatment may help lessen feelings of isolation.

TREAT

Help connect the person with resources, whether EEO, CMEQ, or a trusted co-worker or supervisor.

EDITOR'S NOTE:

Mr. Rick Docksai, editor of this newsletter, has moved on to another agency as of 28 July. His final article, *Experiencing Adult Bullies*, addresses a serious issue that is all too often ignored, or laughed off as not being a big deal. However, we all deserve respect, safe communication, and the acknowledgement of the value we add to our team.

Please read Chaplain Johnson's insightful article [Treating People with Respect](#) (beginning on the next page), that encourages the exact opposite of bullying.

ACTIVE RISK MANAGEMENT MINDSET WHEN ENJOYING SUMMER ACTIVITIES

By Trina Gray, N6 and
CAPT Sara Pickett, SAPRO/COE Champion

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, which runs from Memorial Day weekend up until the end of Labor Day weekend. 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. URL: <https://www.cdc.gov/injury/index.html>

It is during the 101 critical days of summer that the Department of Defense (DOD) notices an increase in preventable injuries, some of which unfortunately lead to death. During the 101 Critical Days of Summer in 2022, the Department of the Navy lost 29 Sailors and Marines to preventable off-duty mishaps. Motor vehicle and motorcycle mishaps were the leading causes. If you have not yet read the Naval Safety Commands 2023 Critical Days of Summer campaign, please do. There is information for every type of activity you would expect to enjoy during the summer months. The goal of this campaign is to help all of us know, understand, and manage our risks when we enjoy these activities. URL: [2023 101 Critical Days of Summer \(navy.mil\)](#)



Mind, Body, and Spirit

ACTIVE RISK MANAGEMENT (CONT..)

Camping Safely

Every year, the National Wildlife Federation's launches the Great American Campout Campaign to inspire Americans to spend more time outdoors. Camping is an outstanding way to explore nature and wildlife, but also requires us to be more conscious of our surroundings and prepared for when exploring the Mother Nature's playground. The following tips are beneficial to having an amazing camping experience this year.

- **Plan** for your park visit—careful planning will prevent many safety issues.
- **Research and learn** about possible risks with the park environment and your camping trip before you go.
- **Seek and listen** to the information, advice, and warnings provided by park staff.
- **Know** your physical and mental limits.
- **Take action by using good judgment**, along with selecting the right equipment and supplies, to prevent any injuries during your visit.

Although there is risk involved when camping or any activity inside or out of the home, let's not let risk deter us from getting outside, moving our bodies, and enjoying the beautiful weather and nature. A general lack of situational awareness and complacency are root causes in many of the mishaps every summer. Let's maintain an active risk management mindset to help us continue to ensure a safe and enjoyable summer.



TREATING PEOPLE WITH RESPECT

By Chaplain Regina Johnson

Treating people with respect is a fundamental aspect of building healthy relationships, fostering a positive work environment, and creating a harmonious society. It involves recognizing the inherent worth and dignity of every individual, regardless of their background, beliefs, or social status. Respect is not only about being polite or courteous; it goes beyond surface-level interactions and requires genuine empathy, understanding, and consideration for others. One of the key elements of treating people with respect is active listening. This means giving someone your full attention, maintaining eye contact, and genuinely trying to understand his or her perspective. By actively listening, we show that we value their thoughts and opinions, and we create a safe space for open and honest communication. This fosters trust and strengthens relationships, as people feel heard and understood.



Mind, Body, and Spirit

TREATING PEOPLE WITH RESPECT (CONT..)



Respect involves refraining from judgment and prejudice. It is essential to recognize that everyone has their own unique experiences, beliefs, and values that shape their worldview. Instead of making assumptions or jumping to conclusions, we should approach others with an open mind and a willingness to learn from their perspectives. By doing so, we can foster a culture of inclusivity and acceptance, where diversity is celebrated rather than feared.

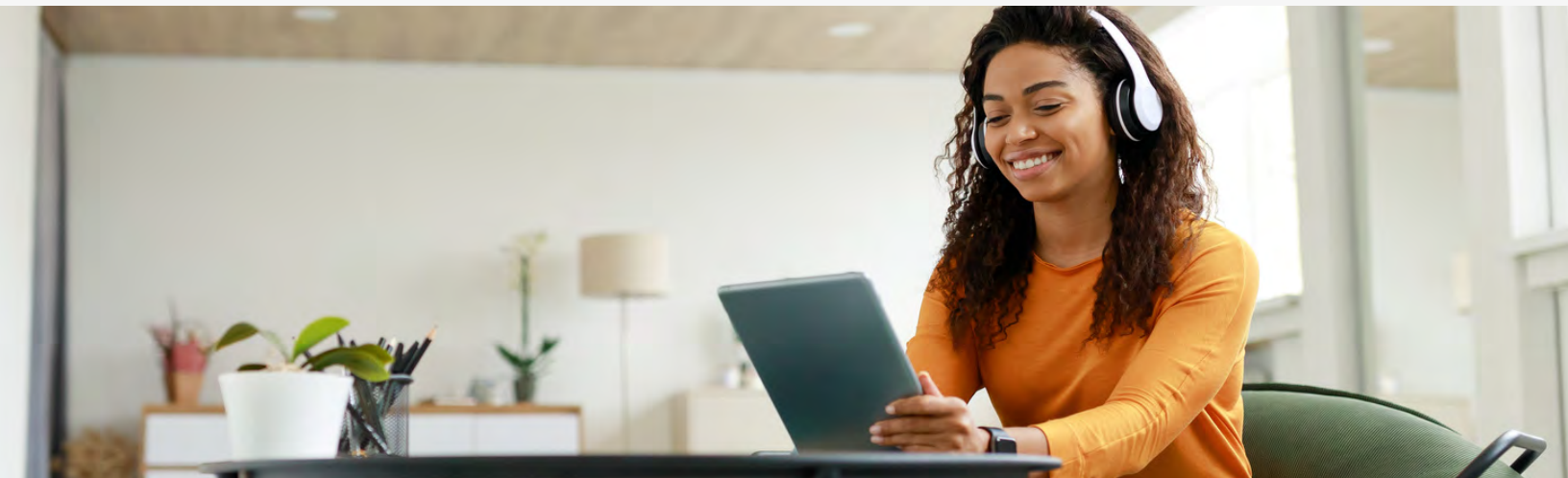
Treating people with respect means being mindful of our words and actions. It is crucial to choose our words carefully, avoiding derogatory language, offensive jokes, or any form of verbal abuse. Additionally, we should be mindful of our body language, ensuring that it conveys openness and respect. Simple gestures like maintaining good posture, offering a firm handshake, or giving a warm smile can go a long way in making others feel valued and respected.

Respect extends to personal boundaries. Each individual has their own comfort zones and limits, and it is important to be mindful of these boundaries. This means seeking consent before touching someone, respecting their personal space, and refraining from prying into their personal lives unless invited to do so. Respecting boundaries shows that we value and honor the autonomy and dignity of others.

Treating people with respect involves acknowledging and appreciating their contributions and achievements. Whether it is in the workplace, at home, or in any other setting, recognizing and praising someone's efforts and accomplishments can boost their self-esteem and motivation. By showing appreciation, we create a positive and supportive environment that encourages personal growth and fosters a sense of belonging.

Lastly, treating people with respect requires taking responsibility for our mistakes and apologizing when necessary. We are all human, and we are bound to make errors or unintentionally hurt others. However, by acknowledging our faults, apologizing sincerely, and making amends, we demonstrate humility and a commitment to personal growth. This not only repairs damaged relationships but also sets an example for others to follow.

In conclusion, treating people with respect is a fundamental aspect of building healthy relationships, fostering a positive work environment, and creating a harmonious society. It involves active listening, refraining from judgment, being mindful of our words and actions, respecting personal boundaries, acknowledging and appreciating contributions, and taking responsibility for our mistakes. By treating others with respect, we create a culture of empathy, understanding, and inclusivity, where everyone feels valued and empowered to be their authentic selves. Respect is non-negotiable.



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.

PODCAST

Podcast: "A Bit of Optimism: The Courage of Compassion with Robin Steinberg." As a public defender, Robin Steinberg has had to work with clients accused of heinous crimes. She learned to have compassion for each one and to see "the person behind the charge." Inspirational speaker/author Simon Sinek speaks with her about her experiences and what they can teach all of us about being compassionate toward those with whom we vehemently disagree and recognizing their humanity.

URL:

<https://open.spotify.com/episode/1Vk5Mq413pPJk0hTgJQ9Dt>



NAVY CULTURE AND FORCE RESILIENCE

Check out N17's current issue of the Navy Culture and Force Resilience Office (OPNAV N17).

<https://www.mynavyhr.navy.mil/Support-Services/Culture-Resilience/>



CEO Resources

TALKS (CONT...)

Talk: "How to Handle Team Members With Bad Attitudes."

We've all had team members who are disruptive or have bad attitudes, and they can bring the whole team's performance down, notes Jess Coles, a leadership coach who has managed teams for over 20 years. In this video, he offers six steps a project leader or manager can use to talk to an employee who is causing problems, understand their behavior, and decide on a best course of action. URL: <https://www.youtube.com/watch?v=voLLWI8424s>



"Summer Safety Tips from the Grill to the Pool and More."

This NBC Today Show segment provides tips for keeping yourself and your family safe while having fun this summer. Vicky Nguyen, senior investigative and consumer correspondent, goes over grilling safety, boating and swimming safety, and how to safeguard against sunburn and heat stroke. URL: https://www.youtube.com/watch?v=m86L_HMWRCe



"The Naughty Nineties | Who's on First? – Abbott and Costello."

Even when both parties are sincerely trying, communication can still fail. Relive one of the most iconic skits in comedy history as Abbot and Costello hilariously demonstrate communication failure. This version is a clip from the 1945 film *The Naughty Nineties* which now plays continuously on screens at the National Baseball Hall of Fame and Museum in Cooperstown, NY. URL: <https://youtu.be/sYOUFGfK4bU>



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

75TH ANNIVERSARY OF THE SIGNING OF EXECUTIVE ORDER 9981

By Desmond Boykin
EEO Specialist

On July 26, 1948, President Harry S. Truman signed this executive order banning segregation in the Armed Forces.

In 1940, African-Americans made up almost 10 percent of the total U.S. population (12.6 million people, out of a total population of 131 million). During World War II, the Army had become the nation's largest minority employer. Of the 2.5 million African-American males who registered for the draft through December 31, 1945, more than one million were inducted into the armed forces. Along with thousands of Black women, these inductees served in all branches of service and in all theaters of operations throughout the war.

EXECUTIVE ORDER

ESTABLISHING THE PRESIDENT'S COMMITTEE ON EQUALITY OF TREATMENT AND OPPORTUNITY IN THE ARMED SERVICES

WHEREAS it is essential that there be maintained in the armed services of the United States the highest standards of democracy, with equality of treatment and opportunity for all those who serve in our country's defense:

NOW, THEREFORE, by virtue of the authority vested in me as President of the United States, by the Constitution and the statutes of the United States, and as Commander in Chief of the armed services, it is hereby ordered as follows:

1. It is hereby declared to be the policy of the President that there shall be equality of treatment and opportunity for all persons in the armed services without regard to race, color, religion or national origin. This policy shall be put into effect as rapidly as possible, having due regard to the time required to effectuate any necessary changes without impairing efficiency or morale.

2. There shall be created in the National Military Establishment an advisory committee to be known as the President's Committee on Equality of Treatment and Opportunity in the Armed Services, which shall be composed of seven members to be designated by the President.

3. The Committee is authorized on behalf of the President to examine into the rules, procedures and practices of the armed services in order to determine in what respect such rules, procedures and practices may be altered or improved with a view to carrying out the policy of this order. The Committee shall confer and advise with the Secretary of Defense, the Secretary



Diversity, Equity, Inclusion, and Accessibility

75TH ANNIVERSARY OF THE SIGNING OF EXECUTIVE ORDER 9981 (CONT...)

Executive Order 9981 stated that "there shall be equality of treatment and opportunity for all persons in the armed forces without regard to race, color, religion, or national origin." It established the President's Committee on Equality of Treatment and Opportunity in the Armed Services to recommend revisions to military regulations in order to implement this policy.

The advisory committee examined the rules, practices, and procedures of the armed services and recommend ways to make desegregation a reality. The committee, chaired by Charles Fahy, was terminated upon submission of its final report, titled *"Freedom to Serve,"* on May 22, 1950.

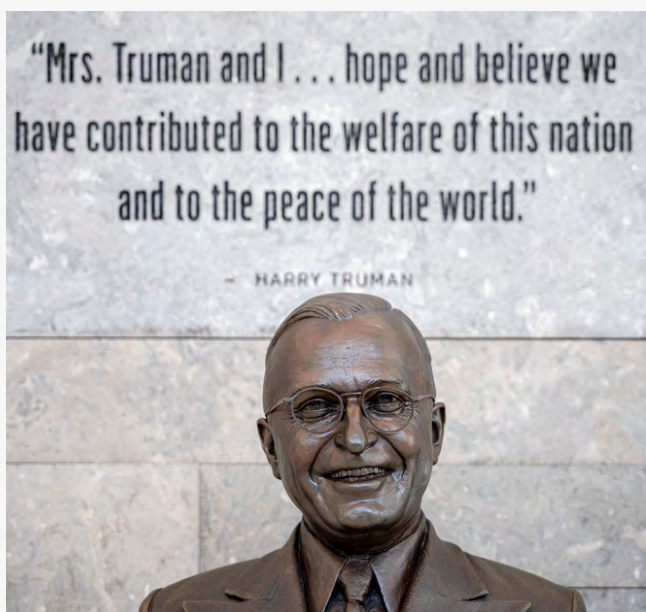
There was considerable resistance to the executive order from the military, but by the end of the Korean conflict, almost all of the military was integrated.



NATIONAL DISABILITY INDEPENDENCE DAY | JULY 26

By Desmond Boykin
EEO Specialist

National Disability Independence Day, July 26th, commemorates the signing of the Americans with Disabilities Act (ADA) on July 26th, 1990 by President George H.W. Bush. The ADA provides protection from employment discrimination as well as better access to goods, services, and communications for people with disabilities. The Americans with Disability Act covers the following areas: public accommodation, employment, transportation, and state and local government services.





Diversity, Equity, Inclusion, and Accessibility

NATIONAL DISABILITY INDEPENDENCE DAY | JULY 26 (CONT...)

Here are some FAQs regarding the ADA:

Which employers are covered by title I of the ADA?

The title I employment provisions apply to private employers with 15 or more employees, state and local governments, employment agencies, labor unions, agents of the employer, and joint management labor committees.

What practices and activities are covered by the employment nondiscrimination requirements?

The ADA prohibits discrimination in all employment practices, including job application procedures, hiring, firing, advancement, compensation, training, and other terms, conditions, and privileges of employment. It applies to recruitment, advertising, tenure, layoff, leave, fringe benefits, and all other employment-related activities.

Who is protected from employment discrimination?

Employment discrimination against individuals with disabilities is prohibited. This includes applicants for employment and employees. An individual is considered to have a "disability" if s/he has a physical or mental impairment that substantially limits a major life activity, has a record of such an impairment, or is regarded as having such an impairment. Persons discriminated against because they have a known association or relationship with an individual with a disability also are protected.

When can an employer ask an applicant to "self-identify" as having a disability?

A pre-employment inquiry about a disability is allowed if required by another federal law or regulation such as those applicable to veterans with disabilities and veterans of the Vietnam era. Pre-employment inquiries about disabilities may be necessary under such laws to identify applicants or clients with disabilities in order to provide them with required special services. An employer also may ask an applicant to self-identify as an individual with a disability when the employer is voluntarily using this information to benefit individuals with a disability.

Are alcoholics covered by the ADA?

Yes. While a current illegal user of drugs is not protected by the ADA if an employer acts on the basis of such use, a person who currently uses alcohol is not automatically denied protection. An alcoholic is a person with a disability and is protected by the ADA if s/he is qualified to perform the essential functions of the job. An employer may be required to provide an accommodation to an alcoholic. However, an employer can discipline, discharge or deny employment to an alcoholic whose use of alcohol adversely affects job performance or conduct.

Source: ADA National Network: Information, Guidance, and Training on the Americans with Disabilities Act.





Voice of the Employee

What does COE mean to you personally? Know a coworker, team, or group that fosters a COE? Every edition, we invite readers to share their thoughts and stories.



DESEGREGATION OF THE ARMED FORCES

By MC2 Griffin Kersting
PAO

On July 26th, 1948, President Harry S. Truman signed executive order 9981, leading to the desegregation of the United States military, ensuring the fair treatment of every service member without regard to race, color, religion, or national origin.

Naval Support Activity Washington's Deputy Commander Gilbert Elliot Jr., who spent 32 years on active duty in the Marine Corps, shared his thoughts on the executive order and the anniversary of the historic day.



Watch how Mr. Elliott Gilbert shares the legacy of military service in his family and his thoughts and reflections on the 75th anniversary of the desegregation of the military and its significance. URL: <https://fb.watch/m7tq7ZloHC/>



Voice of the Employee

DESEGREGATION OF THE ARMED FORCES (CONT...)

"The legacy of the military in my family goes back to my grandfather and my father," said Elliot. "My grandfather served in World War I and my father served in World War II, and they were both in segregated services."

Elliot began his time in the Marine Corps 16 years after the desegregation of the military, following in his family's footsteps and continuing a legacy of service.

"I was not really aware of executive order 9981 until I was about halfway through my military career," said Elliot. "I eventually did look and see what that impact was on the armed services, and I do feel that it had a big impact on me and others for opportunities and advancement."

Executive order 9981 opened many doors for Service members, making every Service member equal.

"I would recommend to all that if you're not pulling for the armed services and the defense of this country, you're actually working for our adversaries," said Elliot. "It's going to take everyone to do their very best, and there cannot be any division in that."



Do you work with a coworker, team, or unit that fosters a culture of excellence?

We would love to highlight their efforts/story.

Please contact the NDW COE Newsletter team to share their story.

NDW_COE_Newsletter@us.navy.mil





In the Spotlight

CAMPGROUNDS OF NDW

By Lori Riccio-Walker
Regional Marketing Manager

Do you like the great outdoors? You can enjoy camping, swimming, hiking, fishing, and more at campgrounds all around the NDW Region.

Naval Air Station Patuxent River Campgrounds

NAS Patuxent River Campgrounds are located where the Chesapeake Bay meets the Patuxent River, offering the best views for sunrises as well as sunsets. These campgrounds are open year-round.

Paradise Grove Campground

There are 11 tent only (non-electric) campsites, and one group tent site available for overnight camping.





In the Spotlight

CAMPGROUNDS OF NDW (CONT...)

Hog Point Campground

There are four tent only (non-electric) campsites available for overnight camping.

Water lovers will find that Naval Air Station (NAS) Patuxent River stretches across approximately 12 miles of shoreline offering locations to launch kayaks, stand-up paddle boards, motor and sail boats, and places for fishing and crabbing, as well as areas for the beach lovers.

Bicyclists will find a 10-mile paved loop within the installation as well as designated bike trails.

Other activities include canoeing, paddle boating, swimming, water access, tennis courts, softball fields, picnicking, and hunting.

Other amenities include Bay, river, and beach access, a boat dock and ramp, campfire rings, cell phone service, creek access, parking and picnic areas, picnic shelters and tables, portable toilets, and plenty of shade!

NAS Patuxent River Morale, Welfare and Recreation also has a Golf Course, Outdoor Pool, Marina, Movie Theater, Community Recreation Office, Auto Hobby Shop, and Fitness Center.

To reserve campgrounds at NAS Patuxent River, please visit:

<https://www.recreation.gov/camping/gateways/RA40027>

Naval Support Activity Annapolis Campgrounds

The Navy Getaways Campground is located across the Severn River at Naval Support Activity (NSA) Annapolis and offers 14 RV sites and 12 tent camping sites.

The Campground is a short drive from the Academy in downtown Annapolis and is within walking distance to the Navy Exchange and the Commissary. The RV sites have concrete pads that accommodate RVs from 30 to 50 feet long and have water and 30-amp service with one additional 20-amp outlet. A bathhouse and a central dump station are also available. Each site is equipped with a picnic table and a charcoal grill.

The campground is open to all active duty, retired and reserve military, Department of Defense employees, and family members. RV sites are open year-round, and the tent camping sites are open from April 1-October 31.

Reservations are required. Call 1-877-NAVY-BED. And may call 410-293-3906 for information about camping and Scout troop costs.





In the Spotlight

CAMPGROUNDS OF NDW (CONT...)



Navy Recreation Center Solomons

The scenic vistas of the Chesapeake Bay's waterfront are a part of daily life here, and a big reason why this has proven to be a popular and most sought-after location for vacations for our proudly serving military members and their families for years.

Nestled on a peninsula bounded by the picturesque Patuxent River and the Chesapeake Bay in an area you will soon agree is aptly called "*the land of pleasant living*," the Bay and its rivers play an influence on the local lifestyle, including the choice in leisure pursuits.

Navy Recreation Center (NRC) Solomons offers a variety of camping and "*glamping*" options for your outdoor adventures – primitive and family campsites, RV sites, contemporary cottages, bungalows, cabins, and historic cottages.

NRC Solomons offers plenty of recreational activities and amenities to their valued customers!

- **Year-round activities** at this site include seasonal holiday programs, scenic nature trails, walking/biking paths, a fishing pier, two playgrounds, a driving range, mini golf, tennis/basketball courts, soccer/baseball fields, volleyball courts, horseshoe pits, picnic spaces, shoreline beachcombing and bird/nature watching.
- **In-season activities** in addition to year-round options include swimming, beach & boat (kayak) rentals with lifeguards on duty; and a pool complex with lifeguards on duty hosting three individual pools, tot zero-depth area, slides, diving board, and concession stand. NRC Solomons also offers a variety of daily programs/activities, special seasonal holiday programs/activities, camping equipment rentals, bike rentals, an arcade, and a camp store. Reservations of less than thirty (30) days are provided up to 6 passes that provide unlimited access to our pool, mini golf, and beach, along with our board game and sports equipment.
- **Outside the fence line** you will find a bevy of opportunities for all leisure interests: museums, historical landmarks, fossil hunting, fishing charters, antiques, and nature/botanical sites.

To reserve campgrounds at NRC Solomons, please visit:

<https://www.recreation.gov/camping/gateways/RA40029>



In the Spotlight

CAMPGROUNDS OF NDW (CONT...)

Great Navy Campout

The Navy MWR Community Recreation and Liberty programs are hosting the 8th annual “*Great Navy Campout*,” sponsored by T-Mobile.* The Great Navy Campout celebrates outdoor recreation and camping to connect with nature and wildlife.

NDW Great Navy Campout Events:

Annapolis Great Navy Campout

July 28-29, 2023

www.navymwrannapolis.com/gnco

Pax River Great Navy Campout

September 1-2, 2023

www.navymwrpaxriver.com/gnco

NRC Solomons Great Navy Campout

September 22-24, 2023

www.navymwrsolomons.com/gnco

Please come out and support our local MWR programs while creating core memories with your family and friends!

This year, the program has an added component with the Pledge to Camp initiative, which encourages participants to get out and enjoy the great outdoors—whether it’s their first or hundredth time—in a backyard or a national park!

Explore and share your adventures on our website at www.navymwr.org/pledgetocamp each month from Memorial Day weekend through October for your chance to win a \$500 gift card!

**No Navy endorsement of sponsor implied.*





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

NDW HQ welcomes the following staff to the NDW

Team: Brian Jackson (N931), Mercades Maddox (N37A7), Amani Dicks (N37A7), Shaun Almond (N37B1), and Brandon Olson (N814). Welcome Aboard!

Ms. Gail Kenson, N4, sends the following Bravo

Zulu: A BZ for Lisa Owen, N4 Sustainment Regional Program Director, for her support to the Public Works Department's (PWD) Washington Facilities Management Division team. Lisa provided support and guidance for negotiating the Sustainment funding process for the PWD. Bravo Zulu!

CDR Chris Casne, Commanding Officer, NSF Thurmont, sends the following Bravo Zulus:

- **BZ to Cpl Patrick Jones** for his outstanding job at the main gate managing traffic and access lane control. He ensured meticulous accountability of all personnel and safely received all visitors, staff, and other personnel without incident. Bravo Zulu!
- **BZ to HM2 Alyson Wallace** for participating on the India state arrival visit at the White House. She received high praise from the White House Medical Unit Senior Enlisted Leader for her keen medical treatment and administration skills. Bravo Zulu!
- **BZ to LS1 Ariana Mireles** on her outstanding job as Guest Services Officer. Acting well above her paygrade, she seamlessly completed all responsibilities, tasks, and coordination to ensure a successful operation in support of mission-critical tasks and events. 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



WHAT IS "REASONABLE ACCOMMODATION"?

By Desmond Boykin
EEO Specialist

A reasonable accommodation is any modification or adjustment to a job or the work environment that will enable an applicant or employee with a disability to participate in the application process or to perform essential job functions. Reasonable accommodation means to remove workplace barriers to ensure that an individual with a disability has rights and privileges in employment equal to those of employees without disabilities.

Examples of reasonable accommodations include:

- **making existing facilities used by employees readily accessible to and usable by an individual with a disability**
- **modifying work schedules**
- **acquiring or modifying equipment**
- **providing qualified readers or interpreters**
- **appropriately modifying examinations, training, or other programs.**

Employers are not required to provide personal use items such as wheelchairs, glasses or hearing aids.

An employer is only required to accommodate a "known" disability of a qualified applicant or employee. When an individual or their representative informs the employer that they need an adjustment or change at work for a reason related to a medical condition, then this is considered a request for reasonable accommodation.



Services for You

WHAT IS "REASONABLE ACCOMMODATION"? (CONT...)

The individual does not have to specifically state the words, "I am requesting a reasonable accommodation," and need not mention the Americans with Disabilities Act. The accommodation request triggers the employer's obligation to engage in interactive discussions with the requestor to identify effective reasonable accommodation(s).

An employer is not required to make an accommodation if it would impose an "undue hardship" on the operation of the employer's business. Undue hardship is defined as an "action requiring significant difficulty or expense" when considered in light of a number of factors. These factors include the nature and cost of the accommodation in relation to the size, resources, nature, and structure of the employer's operation. Undue hardship is determined on a case-by-case basis. Where the facility making the accommodation is part of a larger entity, the structure and overall resources of the larger organization would be considered, as well as the financial and administrative relationship of the facility to the larger organization.



ADDITIONAL SERVICES FOR YOU

Fleet and Family Support Program: In the FFSC Family Connection Newsletter, you will find information on the Exceptional Family Member Program, Domestic Abuse, upcoming virtual webinar classes, and much more. Visit: <https://ffr.cnic.navy.mil/Family-Readiness/Fleet-And-Family-Support-Program/Family-Connection-Newsletter>

DONCEAP: Find new articles, resources, and other information on the Magellan Ascend on the Magellan Ascend website: <https://magellanascent.com/?ccid=hpZiwlTni%2FVKNrZqvUQNB6fBJJGSp2%BZYWZSUbKC71w%3D>

CNIC ACI: For articles, resources, and other information, 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.



Fredericksburg Agricultural Fair **July 28-August 6**

(Fredericksburg, VA)

The oldest fair in the United States, this farm-friendly event will have contests, musical performances, food, and all kinds of fun for the whole family on the Fredericksburg Fairgrounds. *(Note: Admission will be free July 31 if you have a valid military or first-responder ID!)* For more information, please visit:

<http://www.fredericksburgfair.org>



Wings and Wheels **August 5**

(Fredericksburg, VA)

If you're a car or airplane enthusiast, this event is for you. Vintage and military airplanes and helicopters will be on display, alongside a car show featuring vehicles of all years, makes, and models. You can also go on a plane ride, or watch live skydiving performances from the ground. For more event details and updates, go to:

<https://fb.me/e/3FfYTOhtX>



Things to Do Around You



First Sunday Arts Festival

August 6

(Annapolis, MD)

More than 130 artists will gather in downtown historic Annapolis to offer their creations for sale, while the Moxie Blues Band performs live outside Stan and Joe's from 2:30 p.m.-5 p.m. For more event details, go to:

<https://fb.me/e/3Mo9CAb2d>



Vietnamese Heritage Festival

August 12-13

(Tysons Corner, VA)

"VietFest," is the largest celebration of Vietnamese culture on the East Coast. This two-day festival will have games, entertainment, competitions, fashion exhibitions, and a talent show—VietFest's Got Talent—for people of all ages and talents. For more event details and updates, go to: www.vietfest.com



Around the World Cultural Food Festival

August 26

(Alexandria, VA)

This colorful celebration of all of the world's cultures brings together dance performances, food, and arts and crafts from every corner of the globe at Oronoco Bay Park in Alexandria. For more details and event updates, please visit: <https://fb.me/e/5JtCWUagC>



Battle of Kettle Run Anniversary Weekend

August 26

(Manassas, VA)

Civil War history comes to life at Bristoe Station Battlefield Heritage Park, the anniversary of the Battle of Kettle Run, a Confederate attack that became the opening round of the Second Battle of Manassas. Park staff and volunteers will take you on specialized walking tours of the battlefield and the events that unfolded during this bloody clash. For more information, visit: <https://fb.me/e/1mFOyHBji>



In Remembrance

Fire Fighter

Brice Trossbach

Last Alarm: June 27, 2023

Fair Winds and Following Seas



THE LAST ALARM: NAVAL AIR STATION PATUXENT RIVER FIREFIGHTER LAID TO REST

By Mass Communication Specialist 1st Class
Charlotte C. Oliver
Navy Fire & Emergency Services Public Affairs

HOLLYWOOD, Maryland (July 6, 2023) – They run in when others run out. They are the first ones in and the last ones out. They are the brave men and women of the fire service. Firefighters. Each has their own story of their call to service, and sometimes that service culminates with the ultimate sacrifice.

Firefighters from across the states of Maryland, Virginia, and Pennsylvania gathered to say one final goodbye to one of their own. The funeral of Naval Air Station (NAS) Patuxent River Firefighter Brice Trossbach was held at the Hollywood Volunteer Fire Department in Hollywood, Maryland, on July 6, 2023.

Trossbach tragically died while responding to a mutual aid call of a structure fire in Leonardtown, Maryland, dedicating his life to protect and serve the community he loved. He was 25.



Fair Winds and Following Seas

THE LAST ALARM: (CONT...)

Trossbach grew up following his father's footsteps, often tagging along with his dad to the Leonardtown Fire Station. He began his own firefighting career at the age of 16, starting as a volunteer firefighter with that same Leonardtown fire department before joining the ranks of the Naval District Washington Fire Department in 2019.

Those who knew Trossbach as that young man said it makes his loss especially hard.

Nearly 3,000 firefighters, friends and family attended his funeral with many reminiscing with stories of Trossbach. NDW Region Fire Chief Kevin Grinder spoke of the profound loss of Trossbach.

"The last ten days my faith in humanity has been renewed, even though my heart has been broken," said Grinder. "I have observed hundreds of fire and EMS providers from around the DMV and around the country, stop what they're doing and put their families and jobs aside to ensure Brice's send off today was fit for a hero. To those you who put Brice's sendoff as your top priority, I thank you."

Grinder thanked not only the community Trossbach served, but his family, as well: "Thank you for sharing Brice with us and the entire St. Mary's County community. Thank you for raising a son committed to his community and his friends and putting their needs above his."

NAS Patuxent River District Fire Chief Cliff Montgomery shared found memories of the man affectionately called "Brucie."

"In my career, I've seen several line-of-duty deaths, and I've wondered how these chiefs deal with this," said Montgomery. "It's a club I never asked to be member of, but I do know I'll never be able to cancel my membership. The answer is this, we have to go on. We're firemen; that's what we do."

Fighting back tears, Montgomery said how firefighters take care of each other and take care of those they're in charge of.

Taking care of each other included Montgomery spending time with the firefighters that were with Trossbach at the time of his passing. Time spent gathering Trossbach's belongings, making his bed, folding his clothes, and closing his locker for the last time.





Fair Winds and Following Seas

THE LAST ALARM: (CONT...)



Pallbearers, consisting of family and fellow firefighters, escorted his flag draped casket to a waiting fire truck while two more held a massive American flag hung between the two from their extended ladders.

Following the service, dozens of fire apparatuses from Maryland and Virginia led the procession from the fire department to the Charles Memorial Garden for a graveside service. The procession made its way through St. Mary's County, passing landmarks that meant much to Trossbach and underscored his service to the Southern Maryland Community: NAS Patuxent River, Leonardtown, and Bay District Volunteer Fire Departments, and the Trossbach family farm.

Grateful members of the community lined the procession route along the way, braving the summer heat to render honors to a fallen hero. In the presence of hundreds of mourners, Trossbach was laid to rest in Leonardtown, his memory and sacrifice indelibly marked on all in attendance.

Trossbach is survived by his parents, Warren and Diane Trossbach; his fiancée, Cheyenne Sederbaum; and his brother, Jared, his wife, Kaitlyn, and their son, Rhett.

"There was no way them guys were going to let anyone else do those menial tasks that meant so much," said Montgomery, wiping his tears, and finished by telling some moments of that worse part of that day. "Engine 132 arrived on the scene and Brucie turned around and said, 'We got work, boys.'"





Connect with Us

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

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