



U.S. NAVAL SUPPORT ACTIVITY NAPLES, ITALY PLAN OF THE WEEK 18 – 24 FEBRUARY 2025



OUR MISSION: *To provide outstanding support to NATO and SIXTH Fleet, afloat units, 55 tenant commands and approximately 10,000 personnel. Ensure reliable command and control for all units in the Naples, Italy area of operation.*

The Plan of the Week (POW) contains both official and unofficial information. All hands must read the POW and be responsible for its contents and actions prescribed herein. Do not remove from NSA Naples spaces.

UNIFORM OF THE DAY: NWU/Flight Suit



DATE	TIME	EVENT TITLE	LOCATION
18-21FEB	ALL DAY	ELD	G43/44
18FEB	0900-1000	NSA Naples Quarterly CCC Brief	G38/39
18FEB	1000-1200	FOCUS GROUP	CCC
19FEB	0900-1300	CBRN FIT TESTING	BLDG 415
20FEB	0930-1130	CPO Mess Meeting	PD30
20FEB	1300-1500	CPPA INDOC	CCC
21FEB	1400-1500	NDAAC	CCC
24FEB	1300-1400	SPECIAL PAY	CCC
24FEB	1430-1530	Man Power Weekly	G38/39
24-28FEB	ALL DAY	ELD	G43/44

EMERGENCY NUMBERS	NUMBERS	HOTLINES	NUMBER
EMERGENCY CALLS ON BASE	911 OR 626-4911	FRAUD/WASTE/ABUSE	626-2983
EMERGENCY CALL OFF BASE	081-568-4911	FAMILY ADVOCACY	629-6533
AIR TERMINAL	626-5283	SAPR	335-640-6621
DUTY CHAPLAIN (VIA QUARTERDECK)	626-5547	INFORMATION SECURITY VIOLATIONS	626-2207
EMERGENCY MANAGEMENT OFFICE	626-5303		

COMMANDING OFFICER	626-6289	CAPT JOHN RANDAZZO
EXECUTIVE OFFICER	626-6289	CDR BRIAN KOCH
COMMAND MASTER CHIEF	626-5396	CMDCM DARIN VAZQUEZ
COMMAND SECURITY MANAGER	626-5620	MR. PAUL KOKOSZ
DUTY CACO	+39 (345) 870-4084	CWO3 BRIAN CURRAN
COMMAND CAREER COUNSELOR	626-5174 626-1690	NCC RASHAAD ETHRIDGE NC1 MARTIKA VELASQUEZ
COMMAND DAPA	626-6894	PSC DIONA BROWNE
COMMAND SARC COMMAND SAPR LCPO	+39 (334) 661-3140 626-5480	ELYSE HAMILL ETC ASHLEY KEMPTON
COMMAND CEMO	626-5483	ACC MCLINDEN
COMMAND OMBUDSMAN: NSA NAPLES/ GAETA	331-622-3453 331-647-1634	REBECCA MCLINDEN KAITLIN WALL
COMMAND DUTY CHAPLAIN	+39 366-680-5972	*ON DUTY CHAPLAIN*
COMMAND VWAP	626-2889/ 366-670-1470	LT COOPER JONES
COMMAND VOTING ASSISTANCE OFFICER	626-4460	LCDR DAVID DOWNIE
COMMAND SUICIDE PREVENTION OFFICER	626-6897	LCDR DAVID DOWNIE
COMMAND CFS	629-4675	MACS JIMMY ELIZONDO
COMMAND FITNESS LEADER	626-5525	MMCS RAY WILLIS

From your Safety Office

Reporting is the cornerstone of an engaged Safety program. A reminder that if you get injured in any way/shape/form, both on or off-duty, to inform your supervisor and/or your Safety Office. Safety mishap reports do not release names - so they are anonymous and bear no repercussions on how or what happened to cause the injury. Mishap reports are submitted via the RMI system. If you need assistance in reporting contact your friendly neighborhood Safety Office at 626-2414

Be smart and be safe.

From your NC Office:

SENIOR ENLISTED MARKETPLACE is now open for First Class Petty Officers! Starting with the FY 26 CPO board, First Class Petty Officers who have been screened for Chief Petty Officer will compete in the Senior Enlisted Marketplace.

For more information:

NAVADMIN 255/24

<https://www.mynavyhr.navy.mil/References/Messages/Billet-Based-Advancement-Policy-Update-Fact-Sheet>

From your Emergency Management Office: CBRN Fit Testing

POC: DC1 Helmick, Jacob

Time: 0900-1300 on every Wednesday unless otherwise canceled

Location: Bldg 415, Basement of the Air terminal

Required for all active duty sailors, must have active PHA.

NAVAL HISTORY: *February 19, 1944 During operations in the South China Sea, the submarine Jack (SS-259) attacks a Japanese convoy of six tankers escorted by a lone destroyer, sending four of them to the bottom.*

**HAPPY
BIRTHDAY**



DATE	NAME
18 Feb	MASN Lyons
18 Feb	MA2 Smith
19Feb	CS2 Salazar
20Feb	NC1 Velasquez
22Feb	MA2 Willis
23Feb	CDR Thornton

CONGRATULATIONS TO OUR SAILORS AND CIVILIANS OF THE QUATER

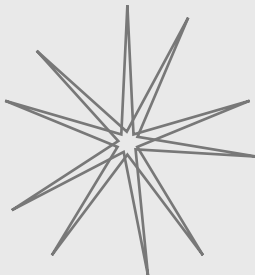
SAILORS OF THE QUARTER: FY-25

BJOQ: MASN DALLAS HALLIGAN

JSOQ: MA3 JOSHUA DELGADO

SOQ: MM2 MIRIAM JUAREZ

SSOQ: MA1 GREGORY WALL

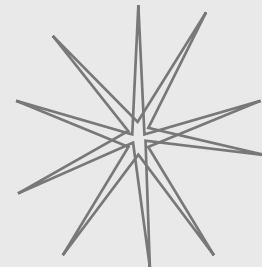


CIVILIANS OF THE QUARTER

CAT I- MARIO GRILLO

CAT II- KRISTA STEVENS

CAT III- JOSEPH CONNELLY



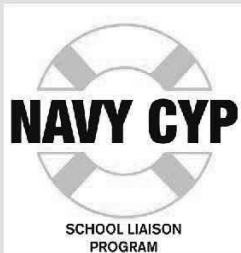
LAST NAME OF UNITED STATES PRESIDENTS

Words can be found in any direction (including diagonals) and can overlap each other. Use the word bank below.

Q A K V F T S K A T K I K R O L Y A T N
 E X H A Y E S R I J E F F E R S O N K O
 Q H M I R B T O Z B S B K M Z O N H D T
 V N R X C H V S H E E M O Z B E P K N G
 S X A E U G P T K E I J A G D M X U A N
 B W B R O V V D E P O G G D C Q K U L I
 X J O O B Z I J L H A B K B A Y R T E H
 J K Q M N A V V N R K N K T U M N A V S
 A V K L C L S S F M M W A M Q F Z X E A
 H M C L R U O I Q Y B H K N A W M L L W
 T Y V I M N E V W U A X O R A D H I C M
 D E P F O L Y V N R L S W Z V H I V M C
 N Y O C D C X Q R E S B Y V V R C S B G
 N P J R N A D I W X O K J R C N S U O B
 L I H I N K S R G W S O Z I A O V A B N
 O B U O I O E E R B H Y T Z U I F K K V
 C Q S K N L M U P J H T E N K W U C L G
 N N X Z Y V O A J F E U N S A M L H O A
 I M B T F B T J X T E H A J Q R X U P M
 L A S H T D Q T P I E R C E J I G V W A

Word Bank

- | | | | |
|--------------|--------------|----------------|---------------|
| 1. johnson | 2. adams | 3. pierce | 4. grant |
| 5. tyler | 6. arthur | 7. madison | 8. monroe |
| 9. jefferson | 10. garfield | 11. quincy | 12. lincoln |
| 13. hayes | 14. taylor | 15. fillmore | 16. harrison |
| 17. polk | 18. buchanan | 19. washington | 20. cleveland |



NSA NAPLES SLP

NAVAL SUPPORT ACTIVITY NAPLES SCHOOL LIAISON PROGRAM

NEWS YOU CAN USE | JAN 2025 | 081-811-6549 | 629-6549 | NaplesSLP@us.navy.mil

UPCOMING EVENTS

January 21 • 11:30 am
"Rice to Meet You" Start of Semester Celebration
Teen Center

February 5 • 1 pm
School Liaison Chat in Gaeta
Fleet Recreation Center

February 5 • 4 pm
Installation Advisory Committee (IAC)
Naples Elementary School

February 7 • 2:30 pm
Homeschool Happening
Strikers Bowling

February 8 • 10 am
Teen Orientation Event
Teen Center

February 20 • 4 pm
NMHS School Advisory Committee (SAC)
Naples Middle High School

February 27 • 4 pm
NES School Advisory Committee (SAC)
Naples Elementary School

Questions? 081-811-6549
NaplesSLP@us.navy.mil

*The appearance of hyperlinks does not constitute endorsement by the U.S. Navy.

School Liaison Roles and Responsibilities

A U.S. Navy School Liaison is a professional who serves as the primary link between Navy families, commands, local schools and districts, and the military community. Their main goal is to help military families navigate the unique challenges of transitioning into and out of different school systems due to frequent relocations and deployments.

Support with School Transitions:

- Assist families with enrolling children in new schools.
- Provide information about local school options (public, private, charter, homeschooling, etc.).
- Help families understand school policies, curricula, and requirements, especially when moving between states or countries.

Advocate for Educational Success:

- Ensure military children receive the appropriate support and accommodations in schools.
- Help families address issues like Individualized Education Programs (IEPs), advanced placement classes, or gifted education programs.

Facilitate Communication:

- Act as a bridge between military families and schools to resolve conflicts or concerns.
- Provide school administrators with insights about the unique needs of military-connected students.

Provide Resources and Referrals:

- Offer workshops, training, and resources for parents, students, and educators.
- Refer families to additional support programs, such as counseling or tutoring services.

Build Community Partnerships:

- Work with local education agencies, community organizations, and military commands to improve the quality of life and education for military children.

But wait, there's more! Stay up-to-date! Find us at:

[Naples Child and Youth Programs Facebook page](#)

[Installation School Liaison Webpage](#)

[Navy Life Naples App—App Store](#)

[Navy Life Naples App—Google Play](#)



Why Would Someone Need a School Liaison?

- ⇒ **Frequent Relocations:** Military families often move every 2-3 years, which can disrupt a child's education. School Liaisons help smooth these transitions.
- ⇒ **Understanding Educational Differences:** Different states and countries have varying academic standards, graduation requirements, and special education processes. A liaison can help clarify these differences.
- ⇒ **Accessing Military-Specific Resources:** They connect families to scholarships, military youth programs, and other resources tailored for military-connected students.
- ⇒ **Navigating Emotional and Academic Challenges:** Deployments, long separations, and other stressors can affect students. Liaisons provide support and connect families to counseling or other assistance, including transition and resiliency programs.
- ⇒ **Advocating for Military Families:** If a family encounters difficulties with schools (e.g., credit transfer, deployment-related absences), the liaison can advocate on their behalf.

Additional Duties to Enhance School Liaison Effectiveness

Supporting Deployment-Related Needs:

- **Workshops and Training:** Organize programs for educators and parents to help them understand the emotional and academic impact of deployment on children.
- **Resilience Support:** Collaborate with school counselors and psychologists to provide resilience-building resources for students facing deployment-related challenges.

Promoting Awareness of Military Child Issues:

- **Education Outreach:** Educate school staff about the challenges faced by military families, such as frequent relocations, changes in academic standards, and social adjustment.
- **Month of the Military Child:** Lead events and initiatives during April to celebrate and recognize the contributions of military children.

Crisis Response and Assistance:

- **Emergency Support:** Assist schools and families during crises, such as natural disasters or unexpected relocations, ensuring students' education and well-being remain uninterrupted.
- **Bereavement Support:** Help schools and families manage sensitive situations, such as the loss of a service member, by connecting them to appropriate resources.

Coordinating with Installation Services:

- **Partnerships with Base Programs:** Work with Fleet and Family Support Centers, Youth Centers, and other base services to create a comprehensive support network for families.
- **Joint Efforts with Commands:** Provide briefings to military commands on school-related concerns, ensuring leadership is informed and engaged.

Monitoring and Reporting:

- **Tracking Educational Trends:** Monitor trends affecting military children, such as graduation rates, absenteeism, or disciplinary actions, and report data to Navy leadership.
- **Feedback Collection:** Gather and relay input from families to improve educational services and advocate for changes when needed.

Supporting Special Needs Students:

- **EFMP Coordination:** Assist families enrolled in the Exceptional Family Member Program (EFMP) with finding appropriate educational accommodations and services for children with special needs.
- **Facilitating Transitions:** Ensure smooth handoffs between schools for special needs students, including coordinating IEP or 504 plan transfers.

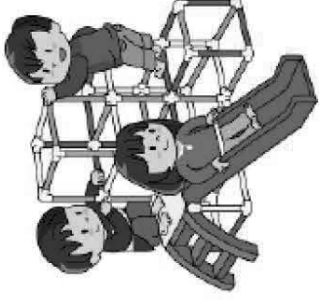
Encouraging Parent and Student Involvement:

- Providing support, resources, referrals, materials, ideas and opportunities.



CHILD FIND Monthly Screenings

At Naples Elementary School
For Children 3 years old or
4 years old who are not UPK Eligible
(DOB after 9/01/2020)



What is Child Find?

Child Find is an outreach program that actively seeks to locate and identify children who may have **developmental or educational delays** and maybe in need of **early intervention**.

Next Screenings:

Wednesday, September 18, 2024

Wednesday, October 16, 2024

Wednesday, December 11, 2024

Wednesday, February 12, 2025

Wednesday, March 12, 2025

Wednesday, April 9, 2025

Wednesday, May 14, 2025

If found eligible services are available for command sponsored children, ages 3 through 4, who exhibit developmental delays or have an identified disability in one or more of the following areas:

- Physical Development (Fine/Gross Motor)
- Communication/Speech
- Cognitive Skills (Thinking/Readiness)
- Social/Emotional Development
- Adaptive/Self Help Skills



To request a screening contact

NES Special Education Department Co-Chair Melissa Young

Email: melissa.young@dodea.edu



NAVY Child and Youth Programs brings you LRP Publications' *Special Ed Connection*[®] **FREE** of charge!

Special Ed Connection[®] (www.specialedconnection.com)

provides resources and tools that Navy staff and parents can use to gain a clear understanding of special education requirements and services and how they work. From legal rights to practical application and from student referrals to IEPs, *Special Ed Connection*[®] explains specific procedures and provides real-world application strategies to help you earn the complexities surrounding special education supports and services.



***Here are highlights of just a few of the many resources that
you'll find on Special Ed Connection***[®]

SmartStarts – The best starting point to gain an interpretation and a better understanding of over 500 special education topics. SmartStarts provide practical guidance, based on federal regulations and case law. From IEP meetings to assistive technology to chronic health conditions, each SmartStart will help you understand the law and how it applies to your individual child's situation.

Special Ed Dictionary – Provides straight forward definitions of more than 2,000 widely used terms and acronyms, enabling enhanced dialogue about special education issues.

News and Updates – Stay current on the latest news and developments in the special education community—including news about legislation, best practice strategies from special education experts, updates from experts regarding new techniques being used in the special education, and more!

**Contact your local School Liaison Officer
for more information.**



380 Hiatt Drive, Palm Beach Gardens, FL 33418
1-800-515-4577, ext. 6303
© 2018 LRP Publications | LR1707-5



FEBRUARY

FLEET AND FAMILY SUPPORT CENTER

Classes are held at the Fleet and Family Support Center, Bldg. 2072B, Support Site, unless otherwise stated.

AREA ORIENTATION

Area Orientation (mandatory for newcomers)

Feb. 5 and 6, Feb. 19 and 20

Wednesday, 7:45 a.m.-2 p.m.

Thursday, 7:45 a.m.-3 p.m.

Reel Times 2 Cinema, Support Site

Cultural Assimilation trips to downtown Naples

Friday, Feb. 7 and 21 | 7:45 a.m.-2:30 p.m.

Monday, Feb. 24 | 7:45 a.m.-2:30 p.m. (all ages)



FAMILY READINESS

American Red Cross Volunteer Orientation

Wednesday, Feb. 19 | 1-1:30 p.m.

Reel Times 2 Cinema, Support Site

Ombudsman Assembly Meeting

Tuesday, Feb. 18

5:30-6:30 p.m.

Reel Times 2 Cinema, Support Site



INTERCULTURAL RELATIONS (ICR)

Italian at Lunchtime

(Basic Italian for beginners)

Monday, Feb. 3 and 10

11 a.m.-12:30 p.m.

Capodichino

Easy Italian (Beginners)

Tuesday, Feb. 4, 11 and 18

10:30 a.m.-12:30 p.m.

Intermediate Italian

Thursday, Feb. 6

11 a.m.-12:30 p.m.

ICR Seminar and Trip:

Al Supermercato

Wednesday, Feb. 12

10 a.m.-2:30 p.m.

Advanced Italian at Lunchtime

Monday, Feb. 24

11 a.m.-12:30 p.m.

Capodichino

Intercultural Relations Trip:

Pulcinella Museum

Tuesday, Feb. 25

9 a.m.-2:30 p.m.

Cooking Class

Thursday, Feb. 27

9 a.m.-Noon



SEXUAL ASSAULT PREVENTION AND RESPONSE (SAPR)

Resident Advisor Training

Thursday, Feb. 6

1-3 p.m.

Victim Advocate Initial Training

Monday-Friday, Feb. 10-14

8 a.m.-5 p.m.

Capodichino

Command Duty Officer Training

Tuesday, Feb. 25

Noon-2 p.m.

Victim Advocate Refresher Training

Thursday, Feb. 27

1-3 p.m.

Capodichino



EXCEPTIONAL FAMILY MEMBER PROGRAM

Leadership Brief*

Tuesday, Feb. 4 | 11 a.m.-Noon

Transition Planning

Tuesday, Feb. 11 | 2-3 p.m.

Point of Contact Training

Thursday, Feb. 20 | 9-10 a.m.

Navigating EFMP

Tuesday, Feb. 25 | 11 a.m.-Noon

Capodichino

Meet and Greet

Tuesday, Feb. 25

Noon-1 p.m.

Capodichino



LIFE SKILLS

Mind-Body Mental Fitness:

Stress Resiliency

Thursday, Feb. 6

11 a.m.-12:30 p.m.

Capodichino



RELOCATION

Smooth Move

Thursday, Feb. 13

9 a.m.-Noon



TRANSITION ASSISTANCE PROGRAM

Pre-Separation Workshop

Monday-Wednesday, Feb. 3-5 | 8 a.m.-4 p.m.

Department of Labor Employment Workshop

Thursday and Friday, Feb. 6 and 7

8 a.m.-4 p.m.

Boots to Business

Monday and Tuesday, Feb. 10 and 11

8 a.m.-4 p.m.



PERSONAL FINANCE MANAGEMENT



FAMILY EMPLOYMENT PROGRAM

FFSC is not able to offer in-person classes due to manning issues.

Please go to <https://mynavyfamily.com> to create an account and

access virtual classes and additional resources.



*Virtual Class

To register for a class:

- Call 081-811-6372 | DSN 629-6372
- Email NSANaplesFFSC@us.navy.mil and include the class title, your name, email address, phone number, sponsor's rank and command





MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

WHAT IS THE COMPACT?

The Compact deals with the challenges of military children and their frequent relocations. It allows for uniform treatment as military children transfer between school districts in member states. Note: The Compact only applies to public schools.

STUDENTS COVERED

Children of the following:

- Active duty members of the uniformed services, including members of the National Guard and Reserve on active duty orders (Title 10)
- Members or veterans who are medically discharged or retired for one year
- Members who die on active duty, for a period of one year after death
- Uniformed members of the Commissioned Corps of the National Oceanic and Atmospheric Administration (NOAA), and United States Public Health Services (USPHS)

STUDENTS NOT COVERED

Children of the following:

- Inactive members of the National Guard and Reserves (Not Title 10)
- Members now retired not covered above
- Veterans not covered above
- Other Department of Defense personnel, federal agency civilians and contract employees not defined as active duty
- Members other than the uniformed personnel of NOAA and USPHS

SOME OF THE ISSUES COVERED

Enrollment

- Educational Records
- Immunizations
- Kindergarten & First Grade Entrance Age

Placement & Attendance

- Course & Educational Program Placement
- Special Education Services
- Placement Flexibility
- Absence Related to Deployment Activities

Graduation

- Waiving courses required for graduation if similar course work has been completed
- Flexibility in accepting state exit or end-of-course exams, national achievement tests, or alternative testing in lieu of testing requirements for graduation in the receiving state
- Allowing a student to receive a diploma from the sending school instead of the receiving school

MISSION Through the Interstate Compact, MIC3 addresses key educational transition issues encountered by children of military families.

CONTACT US AT

1776 Avenue of the States | Lexington, KY 40511
859.244.8133 | www.mic3.net | mic3info@csg.org





NAVY Child and Youth Programs brings you LRP Publications' *Special Ed Connection*[®] **FREE** of charge!

Special Ed Connection[®] (www.specialedconnection.com)

provides resources and tools that Navy staff and parents can use to gain a clear understanding of special education requirements and services and how they work. From legal rights to practical application and from student referrals to IEPs, *Special Ed Connection*[®] explains specific procedures and provides real-world application strategies to help you earn the complexities surrounding special education supports and services.



Here are highlights of just a few of the many resources that you'll find on Special Ed Connection[®]

SmartStarts – The best starting point to gain an interpretation and a better understanding of over 500 special education topics. SmartStarts provide practical guidance, based on federal regulations and case law. From IEP meetings to assistive technology to chronic health conditions, each SmartStart will help you understand the law and how it applies to your individual child's situation.

Special Ed Dictionary – Provides straight forward definitions of more than 2,000 widely used terms and acronyms, enabling enhanced dialogue about special education issues.

News and Updates – Stay current on the latest news and developments in the special education community—including news about legislation, best practice strategies from special education experts, updates from experts regarding new techniques being used in the special education, and more!

**Contact your local School Liaison Officer
for more information.**



360 Hiatt Drive, Palm Beach Gardens, FL 33418
1-800-515-4577, ext. 6303
© 2018 LRP Publications | LR1707-5

TRANSITION ASSISTANCE PROGRAM (TAP) 2025 WORKSHOPS

FLEET AND FAMILY SUPPORT CENTER
U.S. NAVAL SUPPORT ACTIVITY NAPLES, ITALY

Pre-Retirement

27-29 JAN
12-14 MAY
21- 23 JUL
3- 5 NOV

Pre-Separation

6-8 JAN 7-9 JUL
3-5 FEB 4-6 AUG
3-5 MAR 15-17 SEP
14-16 APR 27-29 OCT
5-7 MAY 17-19 NOV
9-11 JUN 8-10 DEC

Executive TAP

17-19 MAR*
22- 24 SEP*
*MUST BE AN
E9,W4,OR O5 AND
ABOVE
NO EXCEPTIONS

Transition Tracks

EMPLOYMENT	ENTREPRENEURSHIP	VOCATIONAL	EDUCATIONAL
DEPARTMENT OF LABOR (DOL) EMPLOYMENT WORKSHOP EVERY THURSDAY AND FRIDAY FOLLOWING A CORE TAP WORKSHOP	BOOTS TO BUSINESS 10-11 FEB 16-17 JUN 20-21 OCT	CAREER AND CREDENTIAL EXPLORATION (C2E) 10-11 MAR 19-20 MAY 25-26 AUG 15-16 DEC	MANAGING YOUR (MY) EDUCATION 13-14 JAN 7-8 APR 14-15 JUL 6-7 OCT

TAP is a DoD-wide program; therefore, all TAP workshops follow the same curriculum across all branches and ranks to include Pre-Retirement, Pre-Separation, and Executive TAP.



Participants MUST register for workshops through their Command Career Counselor. Workshops are from 0800-1600.



Contact Us



081-811-6372
629-6372



NSANaplesFFSC@us.navy.mil



Transitions



Wondering what comes after your military service?

We're here for you.

USO Pathfinder Transition Program helps you and your spouse create a plan for life after military service through free one-on-one support (virtual support also available).



A USO Pathfinder Transition Specialist can connect you with the services and resources that are the best fit for you in the following focus areas:



Education



Employment



Financial Readiness



Mentoring



Veterans Benefits

Connect with a USO Transition Specialist Today!

USO.org/transition

Grow with Google



learn more

The USO is a not-for-profit organization and not part of the Department of Defense. The use of DoD imagery does not constitute an endorsement by DoD.

CULTURAL
AWARENESS



OBSERVANCE

NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH



ACCESS TO GOOD JOBS FOR ALL

National Disability Employment Awareness Month (NDEAM) recognizes the contributions by those with disabilities who make our Nation great.

Led by the U.S. Department of Labor's Office (DOL) of Disability Employment Policy, NDEAM reaffirms the Department of Defense's (DoD) commitment to recruit and advance disabled individuals throughout its workforce. The DOL has chosen the theme, "Access to Good Jobs for All."

People with disabilities are part of a diverse group that includes people with sensory, physical, and mental conditions. Disabilities cross the lines of age, ethnicity, sex, race, sexual orientation, and socioeconomic status.

Almost everyone is likely to experience some form of disability—temporary or permanent—at some point in their life.

Do you know about *Olmstead v. L.C.*?

Olmstead v. L.C. is considered the most important Supreme Court case for disabled members' civil rights. 2024 marks the 25th anniversary of this key decision, which expanded the Americans with Disabilities Act (ADA) and bolstered the independent living movement.

The case was brought by Lois Curtis and Elaine Wilson after they were kept in Georgia mental institutions despite being recommended for community-based treatment.

As a result of neglect towards them, attorney Sue Jamieson filed a lawsuit on their behalf against the Georgia Department of Human Resources.

At the Supreme Court, the justices ruled in favor of the women, asserting that they had been unfairly segregated into institutions alongside others with disabilities.

The ruling specified that individuals with disabilities had the right to receive treatment in integrated settings if they choose, with their doctors' approval, and provided that the accommodations are reasonable. In the years since, the *Olmstead* decision has served as the basis of several other decisions that have increased the rights of disabled individuals.

Olmstead v. L.C. has allowed disabled individuals greater autonomy and freedom from discrimination. It tested the strength of the ADA and has served as the bedrock for Federal Government policies in providing opportunities for independent living and employment.

Nobody should be held back from access to job opportunities because of a disability. People with disabilities offer important, unique perspectives that can make the workplace, and our Nation at large, better. The DoD recognizes this and strives to build an inclusive workforce for total force readiness.



Child and Youth Programs Hiring Incentives

Existing employees:

- Refer a friend and receive \$300 after the referred employee works 40 hours
- \$500 when you transfer to another Navy CYP Program

New employees receive:

- \$500 sign-on bonus after 40 hours worked
- \$500 sign-on bonus and eight-hour time off award after 90 days worked (full-time or flex position)
- \$500 sign-on bonus and eight-hour time off award after six months worked (full-time or flex position)
- \$750 sign-on bonus and eight-hour time off award after 12 months worked (full-time or flex position)



Child care discount:

100 PERCENT discount for the first child and 20 percent for additional child(ren) (direct-care employees including CYP Program Assistants and teachers in classrooms).

50 PERCENT discount for all children (Operations Clerks, Custodians, Food Service Workers, Cooks, Trainers and Directors).

For more information, call 081-811-4722 | DSN 629-4722
or email NaplesCYP1@us.navy.mil.



HUMAN FACTORS AT WORK: GETTING TO THE REAL BOTTOM OF OCCUPATIONAL MISHAPS

LACK OF ATTENTION TO DETAIL: WHAT, NOT A WHY

CY17 data in ESAMS cites "Lack of Attention to Detail" 35%, followed by "Other" 28%, as Primary Cause Codes (PCC), for nearly 63% of all 5845 valid mishaps. Likewise, they account for 41% of secondary and 26% of tertiary cause codes.

But are those really the leading causes? Perhaps more can be gleaned from investigating WHY someone was inattentive.

Research indicates that this is indicative of circular thinking, e.g.

Q: Why did the driver fail to see the pedestrian?

A: Because the driver was inattentive.

Q: How do we know the driver was inattentive?

A: Because the driver failed to see the pedestrian.¹

The better questions are, "WHY was the driver inattentive?" Was there a distraction outside the car? Was the driver daydreaming? Was the driver sneezing? Was the driver aware of the pedestrian, even subconsciously? Those questions are more revealing than stopping at the summary event.

Don't let your lack of attention to detail hamper your investigation.

¹ Green, Marc; "What is 'Inattention?'" www.visualexpert.com/Resources/whatis-inattention.html. Accessed 12 Sep 2018.

Every incident is a notice that something is wrong with men, methods or material. Investigate, then act.

Unknown

A POUND OF PREVENTION

If you could prevent a mishap, would you? Fully 9% of mishaps are due to some sort of supervisory failure, whether it be untrained personnel doing a job, or a lack of communication in some part of the process. Protecting your people is part of your job. Supervise!

Statistically, there are more injuries per day and with the most lost time in June through August; remind your people to be extra vigilant and more cautious. Most fractures occur December through February.² Look around and ensure walkways are being shoveled, ice melt spread where needed and have cleats available.

Look at and compare statistics; the trends become the **leading indicators** where preventive actions can mitigate the circumstances which allow injuries to occur. Yes, everyone should pay attention to the walking surface, but snow can hide lifted sidewalks, introducing trip hazards. If there are seven slip/trip/fall mishaps each winter, perhaps there should be an initiative to identify and mark the frost-raised sections of sidewalks for visual awareness.

Extra daylight allows for extended outdoor work hours, where fatigue and heat stress can occur. Summer also brings about a temporary workforce; are they being trained on hazards and expected procedures they will face for summer employment?

Temporary workers are also present at winter holiday times as well as summer breaks. OSHA has resources available for temporary workers at www.osha.gov/temp_workers/index.html.

² Pierce, Brooks; "The Seasonal Timing of Work-Related Injuries," JSM 2013, Gov.Stats.Sec., Bureau of Labor Statistics Oct. 2013. www.bls.gov/osmr/ www.bls.gov/osmr/research/papers/2013/pdf/st130230.pdf. Accessed 12 Sep 2018

What do 3-year olds and good mishap investigators have in common? They both ask, "Why?" a lot.

DON'T DISREGARD DESIGN DETAILS

In our homes, how often do we flip the wrong switch on a panel? Upstairs light vs. downstairs? Garbage disposal vs. light? Often there no logic to switch order or placement, or it is contrary to what we have "always" known.

How many may have had problems with these symbols?



Is that round thing Open (as in circuit=off) or Open (as in an eye=on)? Or is it O for On? The line seems like less of something, as in not operating or off, or like a shut eye, opposite of open. Many are relieved that the combined icon is a simple on/off button vs. an on/off switch.

It is that sort of small detail that seems like a minor point, but can cause serious consequences in operational environments.

Don't overlook design elements just because "that is the way it is."

CLASSIFIEDS

PUBLIC SERVICE ANNOUNCEMENT! Improve your safety investigation techniques using Human Factors. Don't get in a rut using the old "Lack of attention to detail." Step back and look at the ever-expanding background and discover what ELSE was going on. Nature abhors a vacuum... and so should you.

THE ANSWER
IS STILL
NO.



Sailors and Marines are **prohibited** from using any product made or derived from hemp.
Please be mindful of the food and beverages you consume.

MyNAVYHR
Serving Sailors 24/7



TRANSITION ASSISTANCE PROGRAM (TAP) 2025 CAPSTONE EVENT CALENDAR

What is the Capstone Event?

Service members participate in a Capstone to validate and verify that they are prepared to be successful following military service by producing documentation that they meet all Career Readiness Standards (CRS).

All service members are required to attend a Capstone Event a minimum of 90 days prior to their separation/retirement date.

2025 Dates

22 JAN 1300-1600
26 FEB 0900-1200
25 MAR 1300-1600
23 APR 0900-1200
21 MAY 1300-1600
30 JUN 0900-1200
30 JUL 1300-1600
27 AUG 0900-1200
30 SEP 1300-1600
22 OCT 0900-1200
25 NOV 1300-1600
17 DEC 0900-1200

Required Documentation

1. Individual Transition Plan (ITP)
2. Proof of registration on eBenefits (DS Logon)
3. Resume OR Proof of Employment OR College Comparison Chart
4. Gap Analysis*
5. Post-Separation Financial Plan*
6. Completion of Two-Day Transition Track, required for Tier 3.

***Required for Tier 2 and 3 only**

Failure to bring all required documents completed in full will result in having to reschedule your Capstone. If assistance with these documents is needed, please contact your Command Career Counselor or attend Preparing for Capstone. To learn more, email FFSC at NSANaplesFFSC@us.navy.mil



Participants **MUST** register for workshops through their Command Career Counselor.



Contact Us



081-811-6372
629-6372



NSANaplesFFSC@us.navy.mil

THE NAVY HAS ZERO TOLERANCE FOR ILLEGAL DRUG USE AND PRESCRIPTION DRUG MISUSE.

PROTECT YOUR NAVY CAREER BY AVOIDING
CANNABIS AND HEMP-DERIVED PRODUCTS.

THC POSITIVES
HAVE ACCOUNTED
FOR NEARLY

80%
OF ALL DRUGS
DETECTED
ACROSS THE NAVY
OVER THE LAST
5 YEARS.

Delta-8 and Delta-9 THC-containing products,
including vapes, distillates, tinctures, gummies,
chocolates, and infused beverages, are still **prohibited.**
Remember to check product labels!

FOR MORE INFO



SCAN QR CODE

CBD products
may be legal
in your state,
but **Navy**
policy prohibits
the consumption
and use of
CBD along
with all other
hemp-derived
products.



MyNAVYHR
Serving Sailors 24/7

See it, Say it, Sort it!

An unidentified hazard is an unmitigated risk



NSA Naples Safety QR Code

Send an email directly to the NSA Naples Safety Office via the QR Code

or

NSA Naples Safety Office

Capo Admin III, Room 153

Phone: 626-2414 / 4857

Duty Phone: 300-600-3173

Email: M-NA-NSA-SAFETY@us.navy.mil

SAGE.LEAH.MARIE.1 Digitally signed by
SAGE.LEAH.MARIE.1379602467
379602467 Date: 2025.02.13 12:52:11 +0100

L. M. SAGE
YNC, USN



Basically Seal Team Six - Just Better