



**U.S. NAVAL SUPPORT ACTIVITY  
NAPLES, ITALY  
PLAN OF THE WEEK  
21 JANUARY – 26 JANUARY 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             |
|-----------|-----------|-------------------------------------|----------------------|
| 21-24 JAN | ALL DAY   | ELD                                 | G 43/44              |
| 21-22 JAN | ALL DAY   | HRO RESRVATION                      | G 41/42              |
| 21 JAN    | 0900-1100 | CDO TRAINING                        | CCC                  |
| 21 JAN    | 1400-1500 | NSA NAPLES NDAAC                    | CCC                  |
| 21 JAN    | 1300-1600 | CPPA PHASE TRAINING                 | G 14                 |
| 22 JAN    | 0900-1300 | CBRN FIT TESTING                    | BLDG 415<br>BASEMENT |
| 22 JAN    | 1300-1600 | CPPA PHASE TWO TRAINING             | G14                  |
| 23 JAN    | 0930-1130 | CPO MESS MEETING                    | PD 30                |
| 23 JAN    | 0930-1100 | REGION ALL HANDS CALL               | CCC                  |
| 23 JAN    | 1400-1500 | SUPPORTED COMMANDS TRIAD<br>MEETING | CCC                  |
| 23 JAN    | 1300-1600 | CPPA PHASE TWO TRAINING             | G14                  |
| 23 JAN    | 1130-1400 | NSA NAPLES SOQ/SSOQ BOARDS          | CPO MESS             |
| 24 JAN    | 1300-1600 | CPPA PHASE TWO TRAINING             | G14                  |

| 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<br>QUARTERDECK) | 626-5547        | INFORMATION SECURITY VIOLATIONS | 626-2207     |
| EMERGENCY MANAGEMENT OFFICE        | 626-5303        |                                 |              |

|   |                                |   |
|---|--------------------------------|---|
| <b>COMMANDING OFFICER</b>                       | 626-6289                       | CAPT JOHN RANDAZZO                            |
| <b>EXECUTIVE OFFICER</b>                        | 626-6289                       | CDR BRIAN KOCH                                |
| <b>COMMAND MASTER CHIEF</b>                     | 626-5396                       | CMDCM DARIN VAZQUEZ                           |
| <b>COMMAND SECURITY MANAGER</b>                 | 626-5620                       | MR. PAUL KOKOSZ                               |
| <b>DUTY CACO</b>                                | +39 (345) 870-4084             | CWO3 BRIAN CURRAN                             |
| <b>COMMAND CAREER COUNSELOR</b>                 | 626-5174<br>626-1690           | NCC RASHAAD ETHRIDGE<br>NC1 MARTIKA VELASQUEZ |
| <b>COMMAND CMEO</b>                             | 626-5483                       | ACC COLIN MCLINDEN                            |
| <b>COMMAND DAPA</b>                             | 626-6894                       | PSC DIONA BROWNE                              |
| <b>COMMAND SARC</b><br><b>COMMAND SAPR LCPO</b> | +39 (334) 661-3140<br>626-5480 | ELYSE HAMILL<br>ETC ASHLEY KEMPTON            |
| <b>COMMAND OMBUDSMAN: NSA NAPLES</b>            | 331-622-3453<br>331-647-1634   | REBECCA MCLINDEN<br>KAITLIN WALL              |
| <b>COMMAND OMBUDSMAN: NAVSUPPACT<br/>GAETA</b>  | 335-816-3087                   | DAWN TOMEI                                    |
| <b>COMMAND DUTY CHAPLAIN</b>                    | +39 366-680-5972               | *ON DUTY CHAPLAIN*                            |
| <b>COMMAND VWAP</b>                             | 626-2889/ 366-670-1470         | LT COOPER JONES                               |
| <b>COMMAND VOTING ASSISTANCE OFFICER</b>        | 626-4460                       | LCDR DAVID DOWNIE                             |
| <b>COMMAND SUICIDE PREVENTION OFFICER</b>       | 626-6897                       | LCDR DAVID DOWNIE                             |
| <b>COMMAND CFS</b>                              | 629-4675                       | MACS JIMMY ELIZONDO                           |
| <b>COMMAND FITNESS LEADER</b>                   | 626-5525                       | MMCS RAY WILLIS                               |

**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 use the following link to review NAVADMIN

255/24 <https://www.mynavyhr.navy.mil/References/Messages/Billet-Based Advancement Policy Update Fact Sheet>

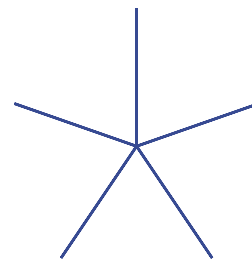
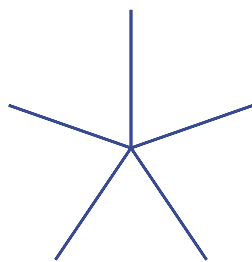
**CONGRATULATIONS TO OUR SAILORS OF THE YEAR AND CIVILIANS OF THE 4<sup>TH</sup> QUARTER**

**SAILORS OF THE YEAR: FY-24**

SSOY- ABH1 PEREZ  
SOY- MA1 REDD  
JSOY- CS2 WAUGH  
BJOY- LSSA JUNG

**CIVILIANS OF THE QUARTER**

CAT I- MARIO GRILLO  
CAT II- KRISTA STEVENS  
CAT III- JOSEPH CONNELLY







# STATES WITH NAVAL BASES

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

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

## Word Bank

- |               |                 |             |                 |
|---------------|-----------------|-------------|-----------------|
| 1. florida    | 2. washington   | 3. virginia | 4. illinois     |
| 5. maryland   | 6. texas        | 7. nevada   | 8. tennessee    |
| 9. california | 10. louisiana   | 11. hawaii  | 12. connecticut |
| 13. georgia   | 14. mississippi |             |                 |





JANUARY

# 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)

Jan. 8 and 9, Jan. 22 and 23

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, Jan. 10 and 24 | 7:45 a.m.-2:30 p.m.

Monday, Jan. 27 | 7:45 a.m.-2:30 p.m. (all ages)

## FAMILY READINESS

**Ombudsman Assembly Meeting**

Tuesday, Jan. 21 | 5:30-6:30 p.m.

Reel Times 2 Cinema, Support Site

**Deployment Readiness\***

Thursday, Jan. 23

1-2 p.m.

## SEXUAL ASSAULT PREVENTION AND RESPONSE (SAPR)

**Victim Advocate Refresher**

Thursday, Jan. 23

1-3 p.m.

**SAPR Common Military Training (Train the Trainer)**

Thursday Jan. 23

1-3 p.m.

Capodichino

**Administrative Unit Victim Advocate Training**

Tuesday, Jan. 28

11:30 a.m.-1:30 p.m.

Capodichino

## TRANSITION ASSISTANCE PROGRAM

**Pre-Separation Workshop**

Monday-Wednesday, Jan. 6-8 | 8 a.m.-4 p.m.

**Department of Labor Employment Workshop**

Thursday and Friday, Jan. 9-10 and Jan. 30-31

8 a.m.-4 p.m.

**Pre-Retirement**

Monday-Wednesday, Jan. 27-29

8 a.m.-4 p.m.

\* Virtual Class

## INTERCULTURAL RELATIONS (ICR)

**Easy Italian** (beginners)

Tuesday, Jan. 7, 14 and 21

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

**Intermediate Italian**

Wednesday, Jan. 8

10:30 a.m.-Noon

**Italian at Lunchtime**

(Basic Italian for beginners)

Tuesday, Jan. 14 and 21

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

Capodichino

**Italian Coffee Culture**

Wednesday, Jan. 15

9 a.m.-Noon

**ICR trip: Navigating Local Public Transportation**

Monday, Jan. 20 (MLK Jr. Birthday)

8:30 a.m.-2:30 p.m.

**Intermediate Italian at Lunchtime**

Tuesday, Jan. 28

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

Capodichino

## LIFE SKILLS

**New Year Reboot: Relax and Recharge Zone with USO**

Tuesday, Jan. 7 | 3-5 p.m.

NEX Food Court, Support Site

**Mind Body Mental Fitness: Mindfulness and Meditation Bootcamp with MWR**

Friday, Jan. 10 | Noon-12:30 p.m.

Fitness Forum, Support Site

**Resolution Reset: Goal Setting**

Wednesday, Jan. 15 | 11 a.m.-Noon

Capodichino

**Mind-Body Mental Fitness: Stress Resiliency\***

Wednesday, Jan. 22

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

**Managing your Anger\***

Tuesday, Jan. 28

4-5 p.m.

**Mind Body Mental Fitness: Living Core Values\***

Wednesday, Jan. 29

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

## EXCEPTIONAL FAMILY MEMBER PROGRAM

**EFMP Leadership Brief\***

Wednesday, Jan. 8 | Noon-1 p.m.

**Manage Your Moments: An EFMP Productivity Workshop**

Wednesday, Jan. 8 | 2-3 p.m.

Capodichino

**EFMP POC Training\***

Thursday, Jan. 9 | 11 a.m.-Noon

**Path to Progress: EFMP Goal-Setting Kickoff**

Tuesday, Jan. 14 | 1-2 p.m.

**New Year, New Calm: EFMP Wellness Workshop**

Tuesday, Jan. 28

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

## PERSONAL FINANCE MANAGEMENT

**Saving and Investing\***

Wednesday, Jan. 15

1-2 p.m.

**Thrift Savings Plan\***

Wednesday, Jan. 22

1-2 p.m.

**Developing Your Spending Plan\***

Wednesday, Jan. 29

1-2 p.m.

## RELOCATION

**Sponsorship Training**

Thursday, Jan. 16

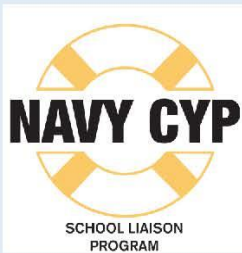
9 a.m.-Noon

Reel Times 2 Cinema, Support Site

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





# 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](mailto: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](mailto: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](#)

Check out the "Downloads" section at the Installation School Liaison webpage!



## **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.**

# TEEN ORIENTATION "RICE TO MEET YOU!"

Are you new to Naples and in grades 7-12?

You will "maki miso" happy if you join us for fun activities, yummy food and lively music.

**Tuesday, Jan. 21**  
**11:30 a.m.-1:30 p.m.**  
**Teen Center**  
**Support Site**

CYP Teen Center registration is required.

Scan here for registration information and form.



For more information, email the Naples Child and Youth Programs at [NaplesCYP1@us.navy.mil](mailto:NaplesCYP1@us.navy.mil).

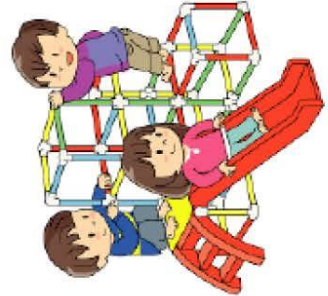






## CHILD FIND Monthly Screenings

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](mailto:melissa.young@dodea.edu)





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

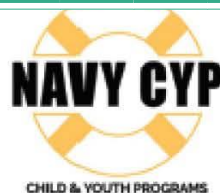
**MISSION** Through the Interstate Compact, MIC3 addresses key educational transition issues encountered by children of military families.

### CONTACT US AT

1776 Avenue of the States | Lexington, KY 40511  
859.244.8133 | [www.mic3.net](http://www.mic3.net) | [mic3info@csg.org](mailto:mic3info@csg.org)







## NAVY Child and Youth Programs brings you LRP Publications' *Special Ed Connection*<sup>®</sup> **FREE** of charge!

***Special Ed Connection*<sup>®</sup>** ([www.specialedconnection.com](http://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*<sup>®</sup> 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<sup>®</sup>***

**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.**



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# 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<br>EVERY THURSDAY AND FRIDAY FOLLOWING A CORE TAP WORKSHOP | BOOTS TO BUSINESS<br>10-11 FEB<br>16-17 JUN<br>20-21 OCT | CAREER AND CREDENTIAL EXPLORATION (C2E)<br>10-11 MAR<br>19-20 MAY<br>25-26 AUG<br>15-16 DEC | MANAGING YOUR (MY) EDUCATION<br>13-14 JAN<br>7-8 APR<br>14-15 JUL<br>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](mailto: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.<sup>1</sup>

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.

<sup>1</sup> Green, Marc: "What is 'Inattention?'" [www.visualexpert.com/Resources/whatis-inattention.html](http://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.<sup>2</sup> 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](http://www.osha.gov/temp_workers/index.html).

<sup>2</sup> Pierce, Brooks: "The Seasonal Timing of Work-Related Injuries," JSM 2013, Gov.Stats.Sec., Bureau of Labor Statistics Oct. 2013. [www.bls.gov/osmr/](http://www.bls.gov/osmr/) [www.bls.gov/osmr/research/papers/2013/pdf/st130230.pdf](http://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.



# BUST DRINKING MYTHS

Have you or your buddies ever heard the following myths?

**IT'S TIME TO GET THE FACTS**

## MYTH

Beer before liquor, never been sicker; liquor before beer, in the clear.



## FACT

How much alcohol you have affects how drunk, sick or hungover you get – not the type or order of the alcohol.

## MYTH

Coffee or a cold shower will sober me up.



## FACT

Time is the only thing that can help you sober up. Since your body can only process so much alcohol at a time, neither caffeine nor a cold shower will improve your coordination or judgement.

## MYTH

A drink before bed will help me sleep better.



## FACT

Drinking alcohol before bed might cause you to wake up in the middle of your sleep and make it harder to get quality sleep.

## MYTH

Alcohol can ease my chronic pain.



## FACT

While drinking may ease chronic pain in the moment, it's only temporary. In fact, this type of alcohol misuse could possibly increase pain in the long-term by damaging your nerves.

## MYTH

Alcohol can be substituted for food.



## FACT

Alcohol contains a lot of calories which is why your body feels a short burst of energy when you drink. However, it doesn't contain the nutrients your body needs and is not a substitute for food.

Visit [ownyourlimits.org](http://ownyourlimits.org) to make sure you know the facts about drinking.

**OWN YOUR LIMITS**  
SERVE HONORABLY.  
DRINK RESPONSIBLY.

[www.ownyourlimits.org](http://www.ownyourlimits.org)



U.S. Department of Defense

# HOW MUCH ARE YOU DRINKING?

## KNOW WHAT A STANDARD DRINK IS.

Each drink below is a "standard drink." Beer, wine and liquor all have different amounts of alcohol in them, which is why standard drinks come in various sizes.



5 oz of wine,  
**12% ALCOHOL**



1.5 oz or a "shot" of  
80-proof spirits or liquor,  
**40% ALCOHOL**



12 oz of beer,  
**5% ALCOHOL**

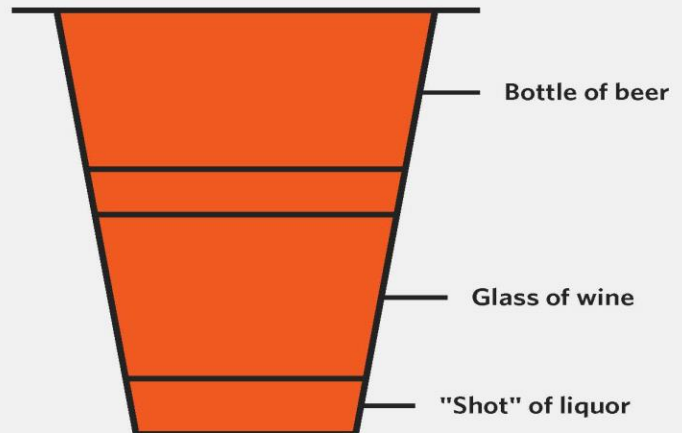


8 oz of malt liquor,  
**7% ALCOHOL**

## TIPS TO DRINK RESPONSIBLY

- A standard 16 oz plastic drinking cup can help you measure a "standard drink." The lines on the cup show you how much to pour of beer, wine or liquor without overdoing it.
- Be aware that one drink you order at the bar or make at home could be equal to two or three "standard drinks." It depends on the type and amount of alcohol in the drink.
- Get more information on standard drink sizes with the [Rethinking Drinking Drink Size Calculator](#).

### PLASTIC CUP



Know how much you're drinking so that you can identify your limit and drink responsibly.  
Learn more at [www.ownyourlimits.org/responsible-drinking/](http://www.ownyourlimits.org/responsible-drinking/)

**OWN YOUR  
LIMITS**  
SERVE HONORABLY.  
DRINK RESPONSIBLY.

[www.ownyourlimits.org](http://www.ownyourlimits.org)



U.S. Department of Defense



# 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](mailto: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](mailto:NSANaplesFFSC@us.navy.mil)

# Beach Cleanup

BAGS AND GLOVES WILL BE PROVIDED



## Saturday, 25 January, 2025

Cleanup starts from 11:30 AM - 1:00 PM

Viale del Mare, 185, 81030  
Castel Volturno CE

Join us as the Naples Tiger Sharks + Naples Area FCPOA partner together for an exhilarating community beach cleanup!



Contact us —



/NaplesTigerSharks

/NaplesAreaFCPOA

Registration Link —





# 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



B.S.CURRAN  
CWO3, USN



*Basically Seal Team Six - Just Better*