



United States Naval Sea Cadet Corps

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6 June 1994

NSCC ACTION LETTER 7-94

From: Executive Director, Naval Sea Cadet Corps
To: Distribution

Subj: MOTIVATIONAL TRAINING

Ref: (a) NSCC Action Letter 6-92
(b) NSCC Memorandum for Distribution of 15 February 1993

1. **Background:** References (a) discusses "Motivational Training" and directs that this type training will not be imposed as a disciplinary or motivational measure. Attachment (5) to reference (b) gives recommended disciplinary measures as a means of providing positive, reinforcing motivation. The purpose of this Action Letter is to restate and reemphasize policy regarding proper motivational and disciplinary procedures for NSCC cadets.

2. **Discussion:** Motivational training is commonly associated with some type of strenuous physical exercise which could lead to physical exhaustion causing a life threatening situation. Training of this type could be construed as harassment, physical abuse, or demeaning to the cadet and cannot be tolerated. Commanding officers, senior escort and escort officers, and all individuals involved in training cadets, must ensure that motivational training or strenuous physical activity will not be used as a disciplinary or motivational measure.

3. **Action:** The key factor in providing positive motivation in a cadet is to instill a sense of individual personal responsibility for one's actions. The following levels of additional training and disciplinary actions shall be followed in order to maintain good order and discipline" among NSCC cadets.

a. Personal counseling should always be considered the first step in improving a cadet's behavior. Counseling normally should be done in private with only the appropriate individuals present. The objective is not to demean the cadet for his/her behavior, but to provide enlightenment as to what is expected as an individual functioning in a regimented, disciplined, structured environment. After a reasonable period of time, if there is no improvement, the next higher level of action shall be taken.

(1) Counseling would normally begin with the immediate supervisor, division officer, department head or other appropriate officer.

(2) Profane or abusive language will not be used in addressing or counseling cadets.

b. Extra Military Instruction (EMI) which is defined as additional training necessary for an individual to correct one or more deficiencies in performance, attitude or military appearance. EMI may consist of one or more of the following:

(1) Additional marching not to exceed one hour per day to be performed during other than normal training periods. Can be imposed individually or as a unit/group.

(2) Curtailment of liberty or free time and assignment to additional watches.

(3) Assignment to additional work details such as scullery duty, scrubbing decks, head cleaning, cleaning garbage cans, wash rooms common areas, laundry rooms, lounges, etc. Such work should not be performed after 2200 and before 0600.

(4) Additional study such as restriction to a specific area to reading the Blue Jacket Manual, NSCC Regulations, etc.

c. If the above measures prove to be ineffective, an Executive Officers Screening Mast can be held to determine whether or not the cadet should be placed in a separate company, assigned to a new company or referred to Captain's Mast.

d. Captain's Mast shall be held for all cadets who are unable to adapt to the prescribed disciplined training regimen. Mast proceedings shall determine whether or not the cadet can be returned to a company or sent home.

4. **Cancellation**: This Action Letter will remain in effect until canceled or upon incorporation into appropriate governing NSCC regulations.



A. J. Kreiser

Distribution:

NSCC/NLCC Unit Commanding Officers
NSCC/NLCC Recruit Training Commanding Officers
NSCC/NLCC Senior Escort Officers
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