

U.S. NAVAL SEA CADET CORPS

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13 November 2006

NSCC ACTION LETTER 09-06

From: Executive Director, Naval Sea Cadet Corps (NSCC)

To: Distribution

Subj: 2006 REGIONAL DIRECTOR'S CONFERENCE CHANGES IN POLICY
AND/OR ADMINISTRATIVE PROCEDURE

Ref: (a) NSCC Regulations Manual

(b) 2006 National Regional Director' Conference, 30 September & 1 October
2006

(c) NSCC Action Letters 14-98, 12-99, 6-00, 9-02, 11-03, 8-04 and 8-05

1. IAW ref (a), ref (b) was convened at the Fleet Antisubmarine Warfare Training Center (ASW Base Point Loma), San Diego, Ca. Meeting minutes have been separately distributed to all Regional Directors and Field Representatives. Action items in this letter are a continuation of those resulting from the 1998 thru 2005 Regional Directors conferences, previously promulgated in ref (c) and since incorporated into updates of NSCC Manuals, Regulations, and/or other directives. This year's action items having immediate, or near future impact on NSCC/NLCC policy and/or administrative procedure and requiring Unit CO's immediate attention, are as immediately follow in this paragraph and are being incorporated into updates of NSCC directives as appropriate.

a. **Effective immediately, existing "zero tolerance" policies with regard to hazing to be more strongly enforced and adhered to. One day transportable class to be developed (as coordinated by NHQ) for implementation at POLA, at RT's, and at the Unit level.** While the vast majority of the NSCC understands, endorses and enforces NSCC policy with regard to hazing, isolated instances continue by both cadets and adults. These instances, however simple or isolated, still cause great harm to the NSCC. 100% adherence to existing policy is absolutely required. While the current guidance establishes that hazing may be a reason for dismissal from the NSCC, practice has been that dismissal generally results only after repeated instances. Effective immediately, dismissal is the expected action to be taken at the time of occurrence; no second chances, no condoning these behaviors for both cadets and adults. Additionally, NSCC NHQ will coordinate development of a transportable one day course, reinforcing NSCC hazing policies, for implementation at POLA's, RT's, Units, and any other trainings where the potential for hazing is deemed to exist. NHQ will also review the training deposit requirements for staff cadets with intent to structure staff cadet deposit fee schedules to attract the best cadets for staff cadet training assignments.

b. **Recruit training testing policies changed to allow alternate methods in special circumstances.** NSCC recognizes that special circumstances may exist where selected cadets are more able to demonstrate their understanding and comprehension of answers to the RT exam when verbally tested by a proctor, rather than by taking a written exam.

Accordingly, RT COTC's may use verbal testing for selected cadets when deemed appropriate. This is effective immediately and will be included in the 2007 Summer Training Schedule.

c. **NSCC appointment to Warrant Officer (WO) now includes requirement for OPD 101 completion.** OPD 101 completion is now required for appointment to WO.

d. **Approval authority for award of the citation ribbon now extended to COTC's of all advanced trainings.** Current authority for award of the citation ribbon only extends to COTC's for Recruit Training. This authority is now extended to all Advanced Training COTC's and is effective immediately.

e. **For LTjg's appointed to command, their time in NSCC requirement for LT promotion resets at the time of their appointment to command, so that they are promotion eligible upon completing LT requirements with the exception of total time in NSCC which may be lessened.** After appointment to command at the rank of LTjg, personnel so appointed, will be eligible for further promotion to LT upon serving three years as a LTjg and completion of all other LT requirements. This is effective with the 2007 promotion cycle.

2. Other action and information items being undertaken which may impact units in the future are as follow. Unit CO's have no immediate action to take with regard to these items. They are provided for information and advance planning only.

a. **NHQ to review its' policies and requirements regarding medical fitness for joining the NSCC and medical fitness to attend summer and other trainings with intent to ensure a more "medical friendly" participation atmosphere for cadets for certain trainings where feasible.** NSCC written policy is in certain instances more stringent than in actual practice. Intent is to bring written policy more in line with actual practice which may result in a more relaxed approach for cadets with certain medical conditions, and/or taking certain medications. This review stems from the increased number of youth over the last decade or so on some form of medication. Better medicine and more attention to the medical health of today's youth just means more cadets joining the NSCC are on some form of medication. This change in society dictates that the NSCC review it's policies and practices to best serve our NSC cadets and best match practices in place by other like organizations also serving youth.

b. **Flash on the BDU cover being revisited.** This was addressed last year and the decision made that ships store would carry BDU cover flashes appropriate in size to the uniform. This is still under development and NHQ is revisiting to ensure completion.

c. **Eligibility for award of the Physical Fitness Ribbon is extended to NSCC adults.** This recommendation has been approved. NHQ is establishing a committee to review and recommend to NHQ the criteria and periodicity for this adult award. As soon as approved by NHQ, the new guidelines will be promulgated.

3. GENERAL NOTES FOR ALL HANDS.

a. Other items that were addressed at the conference but not submitted as agenda items include the following and are presented for your information:

- **Concern that too many COTC's and their admin staffs take the liberty to sanitize cadet records during training.** While this effort is seemingly being extended with good intentions, consensus of Unit CO's is that this screening is a disservice to Units. Too much valuable information (valuable to the unit) is being discarded and the best place for that "other information" continues to be in the cadet record, with no one wanting to set up a second record. NHQ will emphasize in the Summer Training Schedule that COTC's should return records to cadets as received (understanding that missing information is another matter).
- **Review of policy regarding minimum manning and unit recognition.** Units not attaining minimum manning lose their eligibility for letters of appreciation, certificates of accomplishment, etc. Concern is that some units are great units but for whatever reason will not achieve minimum manning, and more importantly, they no longer receive these certificates which were generally hung in public places as evidence of unit excellence and were an important part of the public relations effort of the unit. The recommendation is that "like restaurant reviews posted in restaurants" these letters meet a greater public relations need for units and should be continued. NHQ will review these policies.
- **SSN's.** NHQ is very sensitive to everyone's concerns, but right now they are still required as DOD has not yet changed policy and they are needed for access to bases and stations and most of NSCC's training sites.
- **Color of thread for attaching shoulder flashes on CPO uniforms.** NHQ has coordinated with PROMO to get thread that matches the edging on flashes.
- **Hepatitis A and B shots for those participating in culinary arts training.** NHQ will take this for action and include in guidance for COTC's sponsoring this training, a requirement to check with local and state health agencies to ensure NSCC is in compliance with local governing regulations.

b. Also briefed at the Regional Director's conference, was NHQ's intent to enter into contract for design and development of an improved web-based data management system for all hands. This has been a frequent recommendation in all past conferences to ease the burden and cost on all Unit CO's and COTC's as well as on the entire NSCC NHQ and field staff. This project is now underway with implementation expected by end of 2007 thanks to the outstanding help and encouragement from NSCC's IDG. Much more to come in the near future, so be looking for it in the year to come.

c. With federal funding to offset cadet and escort messing and berthing costs once again available for 2007 (as in prior years), the NSCC **continues to look for additional training opportunities** to offer our NSCC/NLCC cadets. Specifically, expanded one week or two week (or even longer) summer training opportunities are desired. While military training onboard bases, stations, and ships, continues to be of first preference in accordance with our program goal of making cadets aware of the prestige of military

careers and also to increase advancement potential for those who join, we are not restricted to only that training. Our other goals are:

- Develop interest and skills in basic seamanship and seagoing skills.
- Instill virtues of good citizenship and strong moral character and principles.
- Demonstrate value of alcohol, drug and gang free lifestyle.

One and two week training courses that support any of these goals are desired. If you have any ideas or recommendations, call NSCC NHQ Capt Nyland or 1SG Bunting. We need your help, and remember, messing and berthing will be covered and this applies to both NSCC and NLCC training. Actual cadet deposit costs will be established depending upon the total cost of the training (some trainings are a lot more expensive to sponsor and arrange than others!).

d. Just like last year, **All hands are reminded to subscribe to the 1 MC.** This is the internet communications vehicle controlled by NHQ and the IDG for announcing information to the NSCC. It complements Compass and our other websites, and is a one way NHQ announcement system; it is not a chat room!

4. This action letter also remains in effect until incorporation of changes into relevant manuals.



M. D. Ford

Distribution:

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