

INTEGRATED PRIMARY PREVENTION

Enhancing force readiness through
innovation, evaluation and prevention





KEY POINTS FOR LEADERS

The mission of Integrated Primary Prevention is to address harmful behaviors that impact mission readiness by establishing holistic wellness and resilience through a prevention system that is research-based and continuously learning.

- Preventing harmful behaviors is a critical responsibility of every member of the organization.
- Primary prevention is proactive in nature and essential to maintaining a ready Navy. It includes implementing activities such as policies, programs, practices, and processes that aim to prevent abuse and harm.
- Culture of prevention refers to the organization's readiness to address harmful behaviors through a preventive rather than reactive approach.
- In an optimized prevention system, there is strong leadership support and a growth mindset approach toward positive cultural change.
- The Integrated Primary Prevention Workforce (IPPW) enables the command's efforts to set, build and assess the foundational elements of a Culture of Excellence to foster a healthy command climate.
- The IPPW collaborates with and provides consultation to Command Climate Specialists (CCSs), Command Resilience Teams (CRTs) and other prevention stakeholders, as they execute and interpret the Command Climate Assessment (CCA) and develop their Navy Comprehensive Integrated Primary Prevention (N-CIPP) plans.
- The IPPW provides recommendations to ensure N-CIPP plans include a public health approach that is integrated and inclusive across multiple protective and risk factors.
- Commands with high levels of connectedness and cohesion are creating an environment where they will be able to dominate in combat, solve hard problems, learn, innovate, and prevent harmful behaviors.



INTEGRATED PRIMARY PREVENTION WORKFORCE

The Integrated Primary Prevention Workforce works with leaders to build healthy climates and create environments free from abuse and harm.

Current Navy IPPW positions include:

- Strategic: OPNAV, CNIC, CNRF, and Fleet Integrated Prevention Coordinator (IPC)
- Operational: TYCOM IPC, Regional IPC
- Tactical: Supervisory IPC/EIPC, IPC, Embedded IPC (deploying with CVN, LHD and LHA)

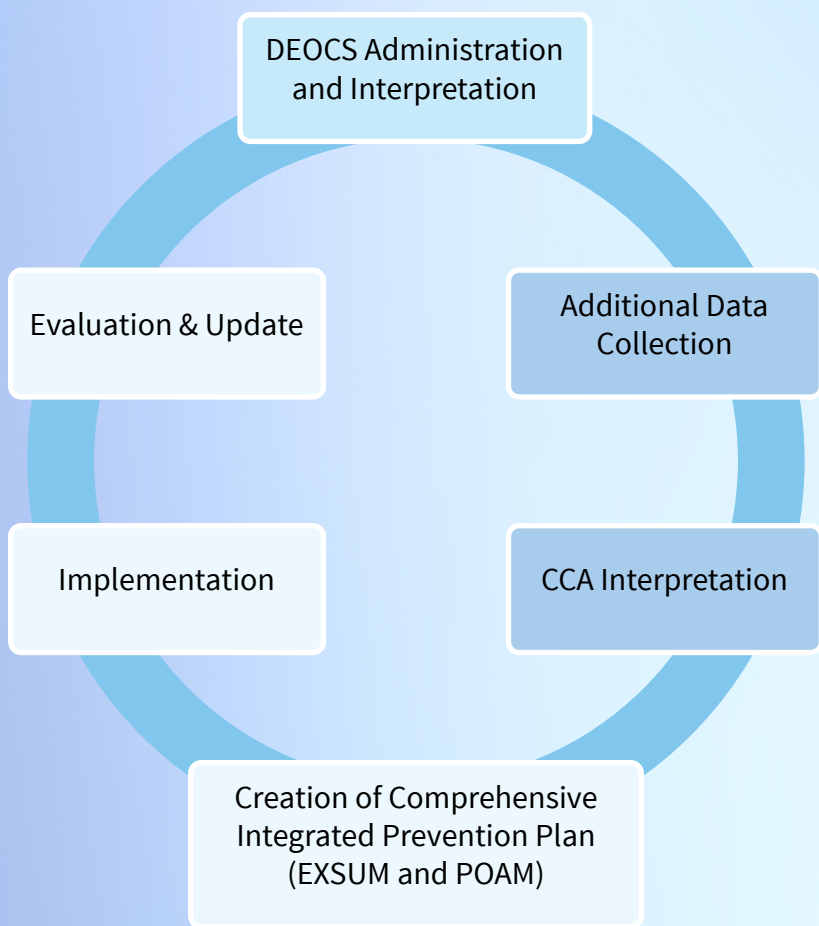
The IPPW is staffed with skilled professionals who promote the health of the Navy community; they are trained and credentialed by the Department of Defense.

The IPPW will:

- Build rapport and sustain peer relationships with program specialists and other prevention stakeholders to ensure there is proactive communication and collaboration among all parties.
- Provide consultative support to commanding officers/OICs as they complete their Command Climate Assessments and N-CIPP Plans.
- Support implementation of research-based prevention activities that are specialized to the local level based on the needs and capabilities of that unit or community.
- Ensure prevention activities are integrated and address two or more harmful behaviors.
- Evaluate the implementation process and help to measure outcomes.

The IPPW collaborates with response personnel but does not provide crisis response or one-on-one counseling services.

Command Climate Assessment (CCA) Process



TOUCHPOINTS

Initial in-brief within 60 days:

The Integrated Prevention Coordinator will complete an initial brief with the unit commanding officer/triad at the time they are assigned to the unit or within 60 days of leaders assuming a new command.

Annual:

The IPC will be a consultant to the Command Resilience Team. The CRT acts as a commander's eyes and ears, helping them to develop an accurate picture of the command's climate and culture so that effective, corrective actions can be taken.

The months listed below are general timelines aligned with the current fielding window set by DOD. Operational commitments may impact these estimated timelines.

August-November:

IPC will be an advising consultant to the Command Climate Assessment process. The CCA gives leaders data-driven feedback that provides insight into the climate and culture at their command.

November-January:

IPC will make recommendations during the development of the Navy Comprehensive Integrated Primary Prevention Plan to ensure a public health approach that is integrated and inclusive across multiple protective and risk factors. N-CIPP plans are due annually by Jan. 31.

January-July:

IPC will support the CRT efforts as they implement the N-CIPP plan, providing feedback, process evaluation, outcome measurement tools, and consultation on any approved research projects. N-CIPP plans are updated annually by July 31.

COMMAND CLIMATE Qs & As

How are culture and climate different?

Culture is the collective beliefs, assumptions, ideas, and approaches that inform how we interact with each other and the methods we use to overcome obstacles. Climate is the feelings or emotions associated with a particular work environment.

How does the Navy measure command climate?

As a part of the CCA process, the Navy measures command climate using a variety of data, including administrative records, reports, interview data, focus group data, and survey data such as the Defense Organizational Climate Survey (DEOCS). The IPPW will collaborate with leaders to incorporate and interpret these various data sets to reduce risk factors and enhance protective factors, promoting healthier climates across the force.

What are protective factors?

Protective factors decrease the likelihood of harmful behaviors and increase an individual's ability to thrive in all aspects of life. Ten protective factors are currently measured.

	Cohesion
	Connectedness
	Engagement and Commitment
	Fairness
	Inclusion
	Morale
	Leadership Support
	Transformational Leadership
	Safe Storage for Lethal Means
	Work-Life Balance

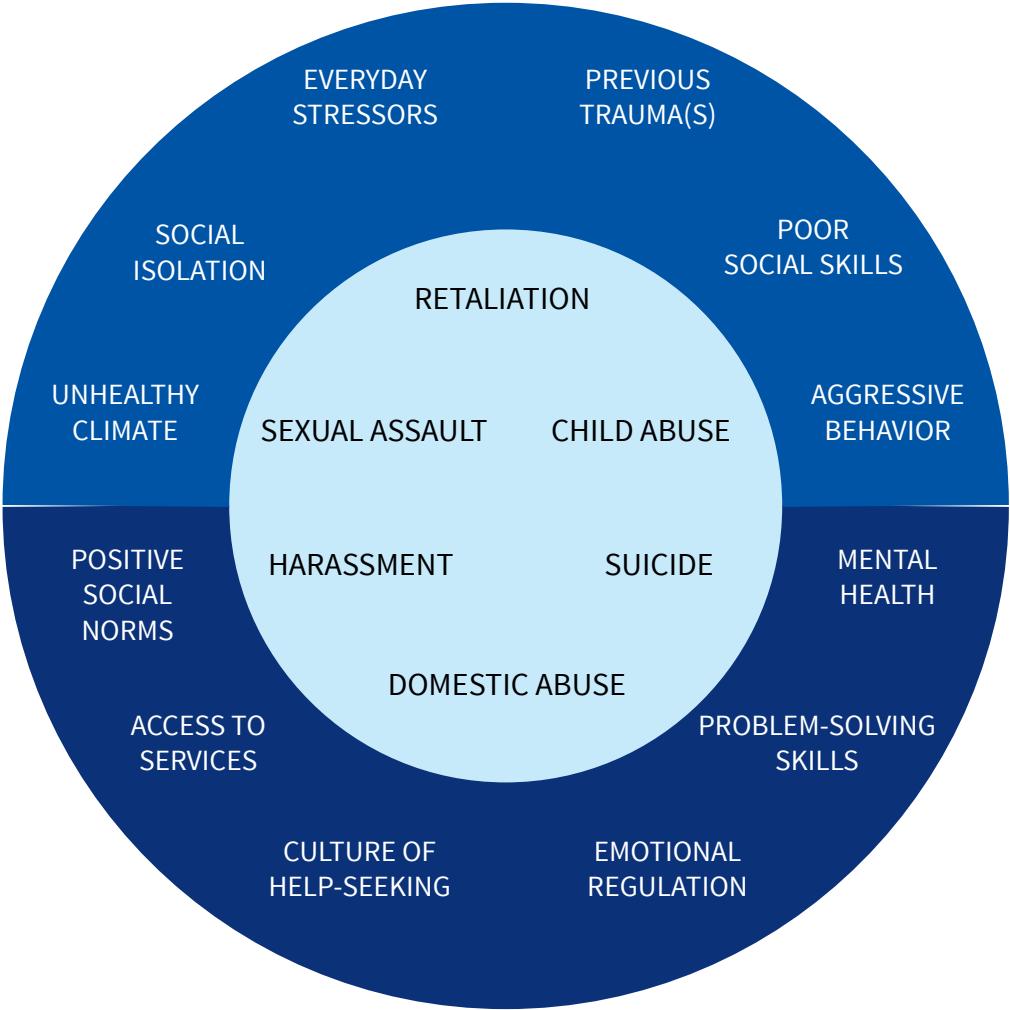
What are risk factors?

Risk factors increase the likelihood of self-directed harm and harm directed toward others. Nine risk factors are currently measured.

Alcohol Impairing Memory	
Binge Drinking	
Racially Harassing Behaviors	
Sexually Harassing Behaviors	
Sexist Behaviors	
Workplace Hostility	
Passive Leadership	
Toxic Leadership	
Stress	

How will Integrated Primary Prevention impact command climate?

Service members need to respect and trust one another to successfully complete their mission. Several of the shared risk factors and protective factors across multiple harmful behaviors are associated with command climate. By identifying command climate issues and creating prevention-based activities to improve areas of concern, we will enhance force resilience and readiness.



COMMAND CLIMATE QS & AS

Navy policy directs leaders to include a focus on building the protective factors of connectedness and cohesion and reducing the risk factors of moderate/high stress, hostile work environments, and racial and sexual harassment, in addition to any other areas identified in the CCA process.

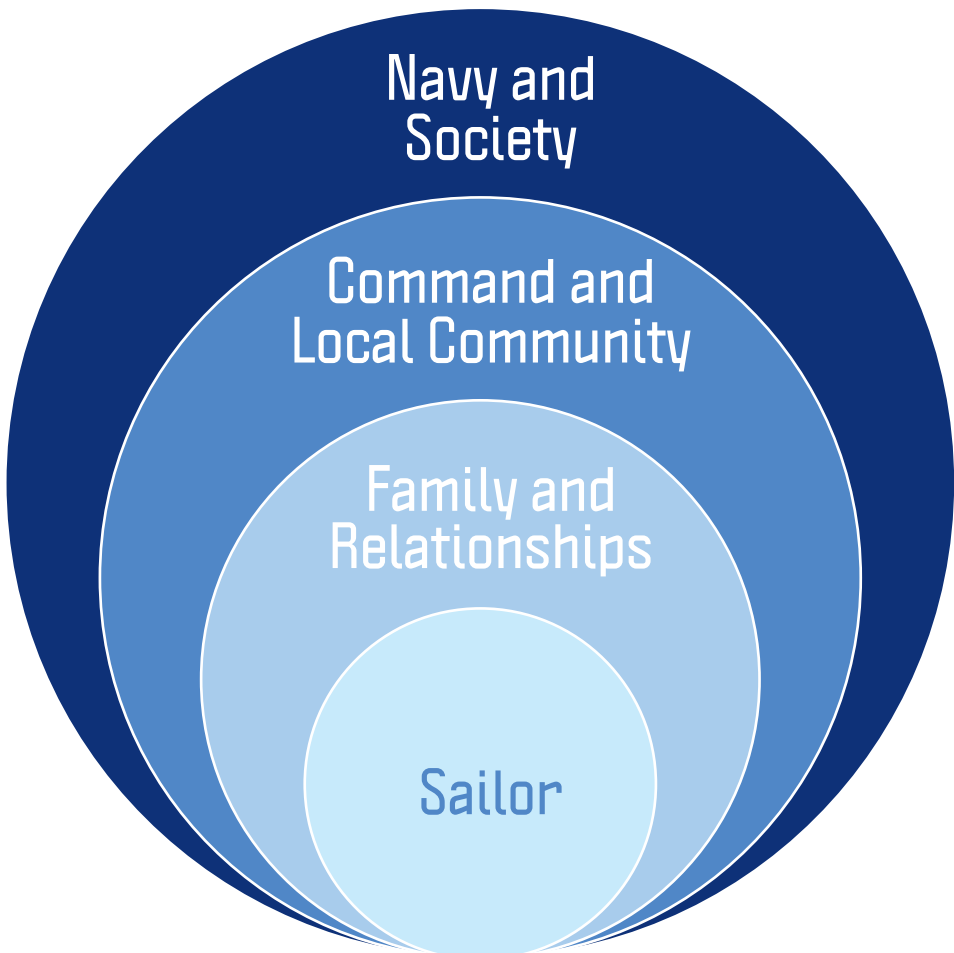
PREVENTION ACTIVITIES

Prevention activities will vary depending on the local needs and environment. Prevention activities are selected based on research showing evidence of effectiveness in decreasing risk factors or increasing protective factors, and that any positive effects are sustainable over time.

Some examples of prevention activities include:

- Life skills development and resistance to peer pressure
- Local command process or policy change
- Healthy relationship programs

IPCs will work with command leaders to identify risk and protective factors and emerging issues for their local population. Based on these results, they will make recommendations on available research-based, Integrated Primary Prevention programs, policies and practices (PPOA 2.0).



Navy Social Ecological Model

An integrated prevention system creates the conditions for health, readiness and resilience across all levels of the social ecological model. It further focuses on identifying and mitigating collective risk while simultaneously identifying the actions necessary to increase protective factors, providing a web of support to both organizations and individuals.

Culture of Excellence focuses on building Great People, Great Leaders and Great Teams, with the knowledge that this is the best way to prepare for victory in combat, innovate and solve hard problems, and prevent harmful behaviors.

Connectedness – Ensure the strength of your command's sponsor program (Is every new member personally contacted by people in the command you trust?) and indoctrination program (Is every new member connected to the right, leader, mentor or peer?). In addition, assess the level of connectedness of your command triad, and whether your command's natural groups are connected to each other. (Does the Chiefs Mess trust and work with the wardroom?)

Moderate/High Stress – Stress is necessary and normal in our everyday lives for optimal performance. Distress occurs when the stress level is too high, and burnout can occur when stress is severe, frequent or sustained. Combat stress by implementing Warrior Toughness and the Expanded Operational Stress Control (EOSC) programs.

RESOURCES

DoD Prevention website

<https://www.prevention.mil>

DON Office of Force Resiliency

<https://www.secnnav.navy.mil/ofr/Pages/default.aspx>

OPNAV Culture and Force Resilience Office

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

OPNAV Integrated Primary Prevention

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

CNIC Integrated Primary Prevention

<https://ffr.cnic.navy.mil/Family-Readiness/Fleet-And-Family-Support-Program/Integrated-Primary-Prevention>

CNIC Integrated Primary Prevention Workforce SharePoint

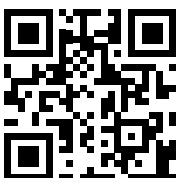
<https://flankspeed.sharepoint-mil.us/sites/IPPWSupport/SitePages>

Local IPC Support Team:

Unit IPC: _____

Regional IPC: _____

Fleet/TYCOM IPC: _____



Scan QR code to provide feedback:
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