



DEPARTMENT OF THE NAVY  
OFFICE OF THE CHIEF OF NAVAL OPERATIONS  
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N1  
18 Jun 2010

OPNAV INSTRUCTION 1500.80

From: Chief of Naval Operations

Subj: COALITION OF SAILORS AGAINST DESTRUCTIVE DECISIONS  
PEER MENTORING PROGRAM

1. Purpose. To provide policy and procedure for Navy-wide support and execution of the Coalition of Sailors Against Destructive Decisions (CSADD) Peer Mentoring Program. This program is designed to positively influence Sailors behavior through resources and tools that promote good decision-making processes, enabling leadership development and influence among peers at the junior level which, in turn, fosters both an attitude and atmosphere conducive to good order and discipline.
2. Applicability. Provisions of this instruction apply to all personnel within the active and reserve naval components and primarily focused on influencing Sailors in the 18 to 25 year age group. Naval Reserve Officer Training Corps and Naval Junior Reserve Officer Training Corps units are also encouraged to utilize this program.
3. Background. CSADD originated at Commander, Navy Region Mid-Atlantic as a peer influence social group. The popularity and message of the program spread and chapters were established at other commands. As a result, CSADD is being launched Navy-wide. This program provides an additional resource and communication tool that facilitates positive Sailor interaction and complements a commander's message directing proper conduct both on and off duty.
4. Discussion. The goal of this program is to encourage positive social interaction and development of leadership and decision-making skills. Junior Sailors at each command will be provided the opportunity to create social networks, use a variety of communication tools, and see visual messages to discourage destructive decisions within their peer group. CSADD reinforces a culture of shipmates helping shipmates and contributes to command unity and mission readiness.

5. Responsibilities. A CSADD program board of advisors (BOA) called the Navy Coalition of Leaders to Enable Sailor Success (COLESS) will be the governing body for the program and provide strategic guidance and oversight of resources in direct support of the program. Codes/units/commands will provide manpower and resources, as available, to support these new requirements. The COLESS BOA members and responsibilities are as follows:

a. Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (N1) shall:

(1) Develop and coordinate overarching policy for the program; and

(2) Collaborate with other members of the BOA to outline monthly focus topics.

b. Naval Safety Center shall:

(1) Provide resource management and development of CSADD promotional awareness tools, e.g., posters, videos, and other items as approved by the COLESS; and

(2) Collaborate with other members of the BOA to outline monthly focus topics.

c. Commander, Navy Installations Command (CNIC), Deputy Director, Fleet and Family Readiness (N9B) shall:

(1) Act as a direct liaison to all regional CSADD main chapters;

(2) Develop operational guidance for the program;

(3) Provide resource management and support through fleet and family service centers (FFSCs) and morale, welfare, and recreation (MWR) programs; and

(4) Collaborate with other members of the COLESS to outline monthly focus topics.

6. Policy and Procedures for Establishment of CSADD Chapters. CSADD brings together social networking (on-line) and social interaction (in person) as chapters are established. Emphasis should remain on creativity and developing the leadership abilities of young Sailors that afford them the opportunity to contribute to the success of their shipmates and command mission.

a. Regional Commanders shall:

(1) Establish and maintain a regional CSADD main chapter; and

(2) Assign a regional CSADD team leader (E7-E9, junior officer, or civilian equivalent) to coordinate and monitor chapter establishment throughout their region, collect best practices and feedback for program improvement, and shall:

(a) Act as a direct liaison and promulgate program information (as directed by the COLESS via CNIC) to all sub-chapters within their region;

(b) Conduct quarterly CSADD symposiums with sub-chapters (sponsors and/or advocates) via defense connect online, phone conferences, online chats, etc.;

(c) Coordinate all challenges, issues, and concerns directly with the CNIC COLESS member, who in turn will share this information with the COLESS; and

(d) Provide guidance and instruction on the development of a CSADD Facebook education page or how to become a fan of the Navy-wide CSADD Facebook program, hence providing a venue to post dialog and events.

b. Commands may establish a CSADD sub-chapter by:

(1) Appointing (in writing) a senior enlisted leader as the CSADD sponsor to support and guide the program and, as the command's CSADD advocate, develop communication efforts within

the organization. The sponsor shall provide an e-mail to the regional CSADD team leader to acknowledge the desire to establish a sub-chapter and include the following: CSADD sub-chapter's command name, unit identification code, sponsor's name, advocate's name, and contact information.

(2) Appointing (in writing) a junior Sailor (recommended E5 and below, age 18 to 25 years of age) as the command CSADD advocate who shall:

(a) Ensure all program planning is approved by the command CSADD sponsor;

(b) Conduct monthly, or more frequent (as desired), local CSADD meetings and establish committees and offices (approved by the CSADD sponsor) to address the various topic areas to be presented. Consideration should be given to allow the group to select their own leadership and establish committees within each area of focus, thereby encouraging peer interaction and leadership development;

(c) Promulgate (via various free social media networks, including the CSADD Facebook page and the CSADD blog at [www.csadd-navy.blogspot.com](http://www.csadd-navy.blogspot.com)) discussion topics, events, or other items of interest regarding CSADD. These items can be posted on the Navy-wide CSADD Facebook page or the regional main chapter page;

Note: All items posted via these public networks must be discussed and cleared via the command CSADD sponsor prior to posting and streaming.

(d) Coordinate directly with the regional team leader, as necessary, to obtain assistance or best practices;

(e) Solicit ideas, events, and methods to promote the CSADD message (creativity of the team is essential to success); and

(f) Coordinate with local FFSC and MWR programs to proactively promote the program.

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7. Records Management. Records created by this instruction, regardless of media, will be managed per Secretary of the Navy Manual 5210.1 of November 2007.



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