



## @MyNavyHR WEEKLY WIRE

### 1.) **Esper Signs Military Tenants' Bill Of Rights. Here's What Covered And What's Not / 26 FEB 20**

Military Times

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Chief of Naval Personnel Public Affairs

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The Navy is launching a new program that will advise Sailors and their families of potential adversarial threats in the digital domain.

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Working military families will get higher priority in Defense Department child care programs under a new policy signed by Secretary of Defense Mark Esper.

### 5.) **Supplemental Articles bi-weekly roll-up: (URLs on Last Page)**

Roll up of the latest supplemental articles from around the Fleet. Below are the latest:

- Acting SECNAV Modly: Gaps between port visits will last until COVID-19 threat is eliminated
- Naval flight training resumes for Saudi students
- CNO, MCPON & Congressional Delegation Visit Groton; CNO Emphasizes Readiness
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## 1.) Esper Signs Military Tenants' Bill Of Rights. Here's What Covered And What's Not / 26 FEB 20

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Military tenants will have most of the benefits in a tenant bill of rights by May 1. A document signed Tuesday evening by Secretary of Defense Mark Esper and the service secretaries was created to ensure access to safe, quality and well-maintained homes and communities.

But three key rights are still in the works — access to maintenance history of a home, a process for dispute resolution, and withholding of rent until disputes are resolved — as DoD works to develop standardized, formal processes for these rights. Some of the rights required by Congress affect legal matters “that do not lend themselves to unilateral action by the Department,” according to the document. So more work is required before the benefits of the rights are full available.

So while the processes are being developed, service members and families can work with military officials to resolve housing issues. Tenants should seek assistance from their military housing office, installation leadership or chain of command.

It's been a year since military spouses first testified before lawmakers about black mold growing out of the walls, rodents, and water leaks in their family housing, and their frustration dealing with landlords and the military to get it fixed. A few weeks after that hearing, the service secretaries announced they were drafting a tenant bill of rights, which would, among other things, allow for the tenant's rent to be withheld from the landlord while the resident's dispute is being heard by a neutral decision maker. That rent is generally the service member's Basic Allowance for Housing.

The tenant bill of rights was ready last fall; the service secretaries testified before the Senate in December that they were awaiting final passage of the authorization law, in order to make any changes before the final product.

The rights that will be available by May 1 include:

- \* the right to live in a housing unit and community that meet health and environmental standards;
- \* the right to working fixtures, appliances and utilities and a community with well-maintained common areas and amenity spaces;
- \* the right to a written lease with clearly defined rental terms;
- \* the right to a plain-language briefing before signing a lease and 30 days after move-in, by the housing office, on all rights and responsibilities associated with tenancy;
- \* the right to have enough time and opportunity to prepare and be present for move-in and move-out inspections;
- \* the right to report problems with the housing unit to the landlord, chain of command, and housing management office without fear of reprisal or retaliation;

- \* the right of access to a military tenant advocate or a military legal assistance attorney, to help prepare requests to initiate dispute resolution;
- \* the right to receive property management services that meet or exceed industry standards, and are performed by professionally and appropriately training and responsive customer service and maintenance staff;
- \* the right to have multiple, convenient methods to communicate with the landlord maintenance staff, and to receive consistently honest, accurate, straightforward and responsive communications;
- \* the right to have access to an electronic work order system to request maintenance or repairs and track the progress of the work;
- \* the right to prompt and professional maintenance and repairs, and to be informed of the required time frame, and to be moved into suitable lodging or other housing at no cost to the tenant when repairs are necessary to ensure habitability of a housing unit;
- \* the right to get advice from military legal assistance on procedures for resolving disputes and filing claims against the landlord;
- \* the right to have reasonable, advance notice before the landlord, installation housing staff or chain of command enters the housing unit, unless there's an emergency or abandonment of the unit;
- \* the right not to pay non-refundable fees or have application of rent credits arbitrarily held;
- \* the right to expect that common documents, forms and processes for housing units will be the same for all military installations to the extent possible without violating local, state and federal regulations.

## **2.) Navy Releases Updated Inclusion and Diversity Policy/ 27 FEB 20**

Chief of Naval Personnel Public Affairs

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The Navy announced updates to its Inclusion and Diversity (I&D) policy in NAVADMIN 051/20, released Feb. 27, emphasizing tenets of inclusion as well as strengthening mechanisms and processes that aim to ensure inclusivity is prioritized force wide.

The policy update incorporates I&D under the 21st Century Sailor Office and the Culture of Excellence (COE), which is a Navy-wide approach led by the fleet to achieve warfighting excellence. The policy update is accompanied by release of an inclusion and diversity framework document—the U.S. Navy Inclusion and Diversity Goals and Objectives—which provides a road map for Navy leaders and Sailors to build inclusive teams at all levels.

“The importance of both inclusion and diversity cannot be overstated,” said Vice Adm. John Nowell, the Chief of Naval Personnel who also serves as the Navy’s Chief Inclusion and Diversity Officer per the updated policy. “As a Navy, it is imperative we draw on the diverse resources, skills, capabilities, and talents of our people, and that we not think, and act, and look the same. Equally, we must be inclusive

– creating a culture where everyone feels they can provide their opinions and are valued for who they are.”

I&D are separate ideas, and they both are necessary to enhance operational readiness. The update signifies a shift in singularly focusing on diversity to an inclusive mindset, aligning with industry best practices to cultivate maximum potential of the workforce. While the Navy will continue to recruit and retain a diverse talent pool, additional emphasis will be placed on fostering inclusion going forward.

“Inclusion is the act of valuing and integrating each individual’s perspectives, ideas, and contributions into the way the organization functions and makes decisions,” said Dr. Jess Milam, special advisor for I&D within the 21st Century Sailor Office. “Being inclusive is essential to what we do—deliberately engaging our diverse resources: the skills, capabilities, and talents of our people.”

The update also rolls out the three primary goals of I&D:

- I&D Goal 1: Institutionalize inclusion and diversity across our Navy.
- I&D Goal 2: Attract and recruit the best talent from our diverse nation to cultivate a high-performing and innovative workforce.
- I&D Goal 3: Develop and retain Sailors and civilians by ensuring an inclusive culture across our workforce.
- Other systematic changes include the designation of Inclusion and Diversity representatives at major commands (Echelon 2) who will provide advisement and input as part of a broader working group to ensure inclusivity becomes cultural.

The U.S. Navy Inclusion and Diversity Goals and Objectives can be found here:

[https://www.public.navy.mil/bupers-npc/support/21st\\_Century\\_Sailor/inclusion/Pages/Resources.aspx](https://www.public.navy.mil/bupers-npc/support/21st_Century_Sailor/inclusion/Pages/Resources.aspx)

This policy update is in line with the #MyNAVYHR goals of manning the fleet and developing a 21st century fighting force that is focused on Sailor readiness. The #MyNAVYHR team strives to modernize policies while challenging traditional processes to ensure an effective system of personnel management.

### **3.) Navy launches program to protect Sailors from online exploitation/ 26 FEB 20**

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The Navy is launching a new program that will advise Sailors and their families of potential adversarial threats in the digital domain.

The central mission of the Identity Management Program—outlined in NAVADMIN 047/20—is to create policy and training that will mitigate risks and vulnerabilities of personal online use and provide commanders at all levels with a certified workforce to man the online battlespace against adversarial activity.

“Modern technology has forever changed the way we conduct warfare and how we conduct our personal lives,” said Vice Adm. John Nowell, the chief of naval personnel. “Our adversaries will use every means possible to weaken our capabilities, to include targeting Sailors on their personal social media accounts. As we are taught in all of our security training, we must remain vigilant to ensure we protect ourselves and the critical operational information of the Fleet.”

Immediate actions of the program will encompass the review and modification of current distribution practices for enlisted advancements, officer promotions, program selections, and command assignments.

“In the era of Great Power Competition, we have a responsibility to ask ourselves whether past practices make good sense in the current operating environment,” said Geoff Tokajer, director of the U.S. Navy’s identity management program. “Current practices provide our adversaries with everything they need to conduct surveillance and compile target lists - we are changing that.”

Program leaders are directing Sailors to the Navy Social Media Handbook 2019 for the best information until follow-on guidance is distributed. They list a few key tips for using social media:

- Know who you are following
- Know who is following you
- Think about the information you are giving out before posting on social media

Access the Navy Social Media Handbook 2019 online here:

[https://www.navy.mil/ah\\_online/OPSEC/docs/Policy/Navy\\_Social\\_Media\\_Handbook\\_2019.pdf](https://www.navy.mil/ah_online/OPSEC/docs/Policy/Navy_Social_Media_Handbook_2019.pdf)

Additional training and policy changes will be coming incrementally in the following months.

More information can be found in NAVADMIN 047/20.

#### **4.) Working Military Families Will Soon Get More Access To DoD Child Care / 28 FEB 20**

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Working military families will get higher priority in Defense Department child care programs under a new policy signed by Secretary of Defense Mark Esper.

The changes take effect June 1.

Not only does the new policy give these families priority, it would allow officials to displace children who are already in a child development program, whose parents are in a lower priority category, if the military family is expected to be on a wait list for more than 45 days after the time they need child care.

For example, the policy changes moves DoD civilians down on the priority list. If a military family moving into the area is expected to be on a wait list for more than 45 days, a DoD civilian family’s child could be displaced from the DoD child care program to make room for that military child, with a minimum of 45 days notice to the civilian family.

“The DoD’s system of child care was established to assist service members as they face the unique challenges associated with the demands of military service. Over time, child care access expanded to serve the total force, but we must not lose sight of the service member and mission requirements,” wrote Esper, in his memorandum signed Feb. 21.

For years, military leaders have said the common thread they hear when visiting service members is the lack of available and affordable child care. Military child development centers are known nationally for their quality, and parents’ fees are subsidized by taxpayer dollars to make the care more affordable for military families.

“In some areas, we may have lost sight of our military member, and what this does is level-set that the military member priority is first and foremost,” said Vee Penrod, acting assistant secretary of defense for manpower and reserve affairs, in a call with reporters. The policy elevates the priority of the military spouse, she said.

Under the previous policy, DoD civilian employees generally have had the same priority as military members, depending on family circumstances.

“We’re very pleased with this move,” said Nicole Russell, government relations deputy director of the National Military Family Association, noting that it aligns more with the needs of working military families. “This policy will help these struggling families when they move from one installation to another,” she said.

The child development centers in certain areas have the highest wait times, she said, primarily Hawaii, the National Capital Region, Norfolk and San Diego. Generally in other areas children are placed within 30 days, she said.

“This is a great step definitely in the right direction, especially when talking about supporting military families with full-time working spouses,” she said.

Allowing the displacement of other children to make room for military children is an important step, she said. “We’re all in this together, and DoD civilians absolutely are important. But a lot of them don’t move nearly as frequently as active duty.”

DoD civilians tend to stay at certain duty stations, and “that obviously takes up spots for active duty families who are [moving to the new duty station],” she said. Families who are notified they are displaced will have adequate time to seek child care elsewhere, she said, with the 45-day notice.

“It’s a readiness issue, when you have active-duty members who can’t get to work because they can’t find child care. That’s a huge problem,” Russell said.

“We’re pleased that DoD is recognizing the hardship that child development center wait lists pose for military families,” she said.

In addition to child development centers, DoD child development programs include certified family child care homes, which are also highly regulated. Families apply for and request child care through

MilitaryChildCare.com for all military-operated child care. If a family declines care at an installation where they have requested child care through MilitaryChildCare.com, they will be removed from all current wait lists, and must re-request care through the website, according to the policy.

Esper also included a process for exceptions to the policy for unique mission-related requirements. Installation commanders in charge of child development programs have authority to grant exceptions in writing.

The new policy sets these priorities for children:

1. Children of child development program “direct care” staff. Direct care staff are those who directly care for and supervise children. Children of parents in this category can’t be displaced by those in lower priorities.
2. Children of single or dual active-duty members; single or dual Guard and Reserve members on active duty or inactive duty training status; and service members with a full-time working spouse. Children of parents in this category can’t be displaced by those in lower priorities.
3. Children of active-duty members or Guard or Reserve members on active duty or inactive duty training status with a part-time working spouse or a spouse seeking employment. These children can be displaced by those in the first two priorities when the wait time is more than 45 days beyond the date the higher-priority families need child care.
4. Children of active-duty members or Guard or Reserve members on active duty or inactive duty training status with a spouse enrolled full-time in a post-secondary institution. These can be displaced by children of parents in the first three categories when the wait time is more than 45 days beyond the date child care is needed.
5. Children of DoD civilian employees , with single or dual DoD civilians getting precedence; then DoD civilians with a working spouse. They can only be displaced by an eligible child development staff member, or eligible single, dual service members or those with a full-time working spouse — those in first and second priorities.
6. Space available: These include, in order of precedence: active duty with non-working spouse; DoD civilian employees with spouse seeking employment; DoD civilian with spouse enrolled in full-time post-secondary education; Gold Star spouses; active duty Coast Guard members; DoD contractors and others.

In cases where a priority includes active-duty members and Guard and Reserve members, the active-duty members take precedence within that priority category.

Service members who are designated as combat-related wounded warriors in an active-duty status and require hospitalization, extensive rehabilitation, or significant care from a spouse or care provider and require full-time child care may be placed into the highest active duty priority (Priority 2 above.) This designation requires installation commander approval.

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[https://www.navy.mil/submit/display.asp?story\\_id=112161](https://www.navy.mil/submit/display.asp?story_id=112161)

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