

**Lesson Plan**

**Countering Extremist Activity**

## Part 1: Synopsis

### Lesson Overview

As a member of the Department of the Navy (DON), it is important to understand and recognize that active participation in extremist activity negatively impacts the DON. While individuals advocating, endorsing, participating in, or supporting extremist activities may seek to join the military or recruit military members to their causes, military members must reject active participation in extremist activities. Learning more about the prohibition on active participation in extremist activities will help you recognize how it can impact your organization. Active participation in extremist activities undermines morale and reduces combat readiness. It calls into question the individual’s ability to follow orders from, or effectively lead and serve with, persons of diverse backgrounds, preventing maximum utilization and development of the Department’s most valuable asset: its people. Finally, such behavior damages the Nation’s trust and confidence in the Department as an institution and the military as a professional fighting force.

Upon completion of this lesson, the student will have a better understanding of extremist activity and what constitutes active participation in extremist activities. This will enhance student knowledge, thus, preparing them to cultivate an environment free from extremist activities.

### Instructional Method

| Method  | Time          |
|---|---------------|
| Facilitated Discussion  | 85 Min        |
|   |               |
| <b>Total Time:</b>  | <b>85 Min</b> |
| <b>Note:</b> Break times are at the discretion of the instructor/facilitator.<br>Recommends a 10-minute break for every one hour of lecture/facilitation. |               |

### Recommended Reading

1. DoD Instruction (DoDI) 1325.06, “*Handling Protest, Extremist, and Criminal Gang Activities Among Members of the Armed Forces,*” Incorporating Change 2, Effective December 20, 2021.

**References**

1. DoD Board on Diversity and Inclusion. (2020, December 18). *Recommendations to improve racial and ethnic diversity and inclusion in the U.S. Military*. <https://media.defense.gov/2020/Dec/18/2002554852/-1/-1/0/DOD-DIVERSITY-AND-INCLUSION-FINAL-BOARD-REPORT.PDF>
2. DoD Instruction 1325.06, “*Handling Protest, Extremist, and Criminal Gang Activities Among members of the Armed Forces,*” Incorporating Change 2, Effective December 20, 2021.
3. Haugstvedt, H., & Koehler, D. (2021). Armed and Explosive? An Explorative Statistical Analysis of Extremist Radicalization Cases with Military Background. *Terrorism and Political Violence*, 0(0), 1–15.
4. Jensen, M. A., & Braniff, W. (2021). *Extremism in the United States Armed Forces: Insights from the Profiles of Individual Radicalization in the United States (PIRUS) Database*. DHS National Consortium for the Study of Terrorism and Responses to Terrorism (START) at the University of Maryland.
5. Jutzi, C. A., Willardt, R., Schmid, P. C., & Jonas, E. (2020). Between Conspiracy Beliefs, Ingroup Bias, and System Justification: How People Use Defense Strategies to Cope with the Threat of COVID-19. *Frontiers in Psychology*, 11.
6. Sack, K. (1995, December 23). Army Report Says Racist Groups Aren’t Problem at Ft. Bragg. *The New York Times*. <https://www.nytimes.com/1995/12/23/us/army-report-says-racist-groups-aren-t-problem-at-ft-bragg.html>
7. Simi, P., Bubolz, B. F., & Hardman, A. (2013). Military Experience, Identity Discrepancies, and Far Right Terrorism: An Exploratory Analysis. *Studies in Conflict & Terrorism*, 36(8), 654–671. <https://doi.org/10.1080/1057610X.2013.802976>
8. Yates, E., Kane, S., & Jensen, M. A. (2022). *Recruiting from the Ranks: A Typology of Recruitment Narratives Targeting the U.S. Military Community Final Report* (No. CLIN0005; Department of the Air Force (DAF) Counter-Insider Threat Program (CInT)). National Consortium for the Study of Terrorism and Responses to Terrorism (START).

**Terminal Learning Objective (TLO)**

Given facilitated in-person and small group discussions, participants will construct methods to address active participation in prohibited extremist activities and strengthen organizational climate and culture.

| Enabling Learning Objectives (ELO)   | Level of Learning | Performance Measure | Approximate Time |
|--|-------------------|---------------------|------------------|
| A. Recognize the types of extremist activities under DoDI 1325.06.   | R                 | Q&A                 | 10 Min           |
| B. Identify behaviors that may qualify as active participation in extremist activities under DoDI 1325.06. | A                 | Q&A                 | 15 Min           |
| C. Explain MEO Violations Vs. Extremist Activities and why military members are targeted.                  | U                 | Q&A                 | 15 Min           |
| D. Explain the effects of extremist activities on unit climate and culture.                                | U                 | Q&A                 | 15 Min           |
| E. Demonstrate extremist activities prevention and response strategies.                                    | A                 | Q&A                 | 15 Min           |
| <b>Total Lesson Time:</b>  |                   |                     | <b>70 Min</b>    |
| <b>Notes</b>   |                   |                     |                  |
| The introduction should take about 10 minutes and conclusion should each take no more than 5 minutes.      |                   |                     | 15 Min           |
| <b>Total Time:</b>   |                   |                     | <b>85 Min</b>    |
| <b>R = Remembering U = Understanding A = Application Q&amp;A = Question and Answer</b>                     |                   |                     |                  |
|  |                   |                     |                  |

**Part 2: Lesson**

| Study Guide   | Slide | Instructor Guide   |
|---|-------|--|
| <p><i>(1) The Department of Defense (DoD) uses citations and references only for education and training purposes that support research or training objectives. Members may not use referenced materials from non-Federal Government sources for any reason other than for their intended purpose (i.e., education, training, and research).</i></p> <p><i>(2) DoD does not endorse the content of any specific reference material, or the organization that is the source of the material, unless specifically identified as a DoD or other Federal Government source.</i></p> <p><i>(3) DoD includes reference materials from non-Federal sources in this material solely to expose students to varying points of view and to generate discussion.</i></p> |       | <p>Refrain from providing personal opinions throughout the lesson and avoid presenting specific solutions as the preferred or recommended way to resolve issues. Instead, demonstrate how to apply statutory/regulatory guidance, use case-by-case analysis, and evaluate the record of each case as a whole (totality of the circumstances) in presenting the material and answering students’ questions.</p> <p>Emphasize that any training, consultation, or advice given to commanders or organizations must align with DoD policy and guidance.</p> <p><b>Facilitator Note:</b> The information presented herein is intended for education and training purposes only.</p> <p>The training emphasis must be placed on the understanding of prohibited activities stated in DoD policy, rather than the ideologies or beliefs of individuals or organizations.</p> |



1. Navy’s Culture of Excellence 2.0:
  - a. Live Navy Core Values
  - b. Practice a warrior tough mindset
  - c. Committed to excellence and fair treatment of all
  - d. Build:
    - Great people
    - Great leaders
    - Great teams
  - e. Navy culture is built upon living its Core Values of:
    - **Honor** Accountability for our professional and personal behavior, mindful of the privilege to serve our fellow Americans.  
  
LEADER = Lead by example
    - **Courage** The strength to do what is right, with confidence and resolution, even in the face of temptation or adversity.  
  
Do what is right rather than what is easy.
    - **Commitment** Our duty to join together as a team to improve the quality of our work, our people, and ourselves.

FORGED BY THE SEA  
Navy’s Culture of Excellence 2.0

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- Live Navy Core Values
- Practice a warrior tough mindset
- Committed to excellence and fair treatment of all
- Build:
  - Great people
  - Great leaders
  - Great teams

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FORGED BY THE SEA– Your Role

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Navy culture is built upon living its **Core Values** of:

**Honor**  
*Accountability for our professional and personal behavior, mindful of the privilege to serve our fellow Americans.*

**LEADER = Lead by example**

**Courage**  
*The strength to do what is right, with confidence and resolution, even in the face of temptation or adversity.*

Do what is right rather than what is easy.

**Commitment**  
*Our duty to join together as a team to improve the quality of our work, our people, and ourselves.*

Use command resources to build **Connectedness & Readiness**

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1. **Slide 3: Forged By the Sea: Facilitator states, “Navy’s Culture of Excellence 2.0:”**

“Live Navy Core Values

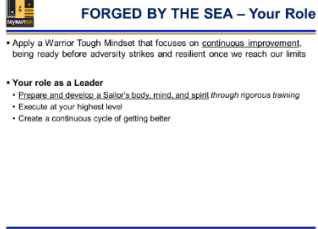
Practice a warrior tough mindset

Committed to excellence and fair treatment of all

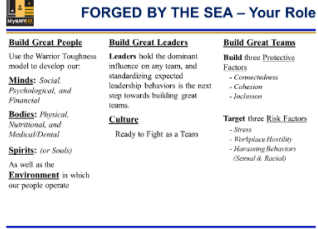
Build:  
Great people  
Great leaders  
Great teams”
- Slide 4: Forged By the Sea – Your Role: Facilitator states,**

“Navy culture is built upon living its Core Values of:”

  - “**Honor** Accountability for our professional and personal behavior, mindful of the privilege to serve our fellow Americans.”  
  
“LEADER = Lead by example”
  - “**Courage** The strength to do what is right, with confidence and resolution, even in the face of temptation or adversity.”  
  
“Do what is right rather than what is

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| <p>Use command resources to build Connectedness &amp; Readiness</p> <p>f. Apply a Warrior Tough Mindset that focuses on continuous improvement, being ready before adversity strikes and resilient once we reach our limits</p> <p>g. Your role as a Leader</p> <ul style="list-style-type: none"> <li>• Prepare and develop a Sailor's body, mind, and spirit through rigorous training</li> <li>• Execute at your highest level</li> <li>• Create a continuous cycle of getting better</li> </ul> |  | <p>easy.”</p> <ul style="list-style-type: none"> <li>• “<u>Commitment</u> Our duty to join together as a team to improve the quality of our work, our people, and ourselves.”</li> </ul> <p>“Use command resources to build Connectedness &amp; Readiness”</p> <p><b>Slide 5: Forged By the Sea - Your Role: Facilitator states,</b></p> <p>“Apply a Warrior Tough Mindset that focuses on continuous improvement, being ready before adversity strikes and resilient once we reach our limits”</p> <p>“Your role as a Leader”</p> <ul style="list-style-type: none"> <li>• “Prepare and develop a Sailor's body, mind, and spirit through rigorous training”</li> <li>• “Execute at your highest level”</li> <li>• “Create a continuous cycle of getting better”</li> </ul> |
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| <p>h. <u>Build Great People</u><br/>Use the Warrior Toughness model to develop our:</p> <ul style="list-style-type: none"> <li>• <u>Minds</u>: <i>Social, Psychological, and Financial</i></li> <li>• <u>Bodies</u>: <i>Physical, Nutritional, and Medical/Dental</i></li> <li>• <u>Spirits</u>: <i>(or Souls)</i></li> <li>• As well as the <u>Environment</u> in which our people operate</li> </ul> <p>i. <u>Build Great Leaders</u><br/>Leaders hold the dominant influence on any team, and standardizing expected leadership behaviors is the next step towards building great teams.</p> <ul style="list-style-type: none"> <li>• <u>Culture</u><br/>Ready to Fight as a Team</li> </ul> <p>j. <u>Build Great Teams</u></p> <ul style="list-style-type: none"> <li>• Build three Protective Factors             <ul style="list-style-type: none"> <li>– Connectedness</li> <li>– Cohesion</li> <li>– Inclusion</li> </ul> </li> <li>• Target three Risk Factors             <ul style="list-style-type: none"> <li>– Stress</li> <li>– Workplace Hostility</li> </ul> </li> </ul> |  <p><b>FORGED BY THE SEA – Your Role</b></p> <p><b>Build Great People</b><br/>Use the Warrior Toughness model to develop our:</p> <p><b>Minds:</b> Social, Psychological, and Financial</p> <p><b>Bodies:</b> Physical, Nutritional, and Medical/Dental</p> <p><b>Spirits:</b> (or Souls)<br/>As well as the <b>Environment</b> in which our people operate</p> <p><b>Build Great Leaders</b><br/>Leaders hold the dominant influence on any team, and standardizing expected leadership behaviors is the next step towards building great teams.</p> <p><b>Culture:</b><br/>Ready to Fight as a Team</p> <p><b>Build Great Teams</b><br/>Build three Protective Factors:<br/>- Connectedness<br/>- Cohesion<br/>- Inclusion</p> <p><b>Target three Risk Factors:</b><br/>- Stress<br/>- Workplace Hostility<br/>- Harassing Behaviors (Sexual &amp; Racial)</p> | <p><b>Slide 6: Forged By the Sea - Your Role: Facilitator states,</b></p> <p>“<u>Build Great People</u><br/>Use the Warrior Toughness model to develop our:”</p> <ul style="list-style-type: none"> <li>• “<u>Minds</u>: <i>Social, Psychological, and Financial</i>”</li> <li>• “<u>Bodies</u>: <i>Physical, Nutritional, and Medical/Dental</i>”</li> <li>• “<u>Spirits</u>: <i>(or Souls)</i>”</li> <li>• “As well as the <u>Environment</u> in which our people operate”</li> </ul> <p>“<u>Build Great Leaders</u><br/>Leaders hold the dominant influence on any team, and standardizing expected leadership behaviors is the next step towards building great teams.”</p> <ul style="list-style-type: none"> <li>• “<u>Culture</u><br/>Ready to Fight as a Team”</li> </ul> <p>“<u>Build Great Teams</u>”</p> <ul style="list-style-type: none"> <li>• “Build three Protective Factors”             <ul style="list-style-type: none"> <li>– “Connectedness”</li> <li>– “Cohesion”</li> <li>– “Inclusion”</li> </ul> </li> </ul> |
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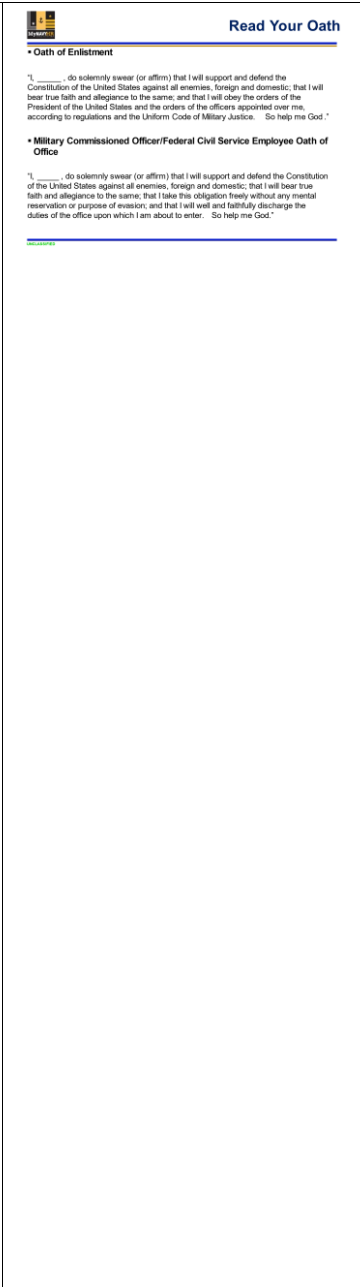
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| <ul style="list-style-type: none"><li>- Harassing Behaviors (Sexual &amp; Racial)</li></ul> |  | <ul style="list-style-type: none"><li>• “Target three Risk Factors”<ul style="list-style-type: none"><li>- “Stress”</li><li>- “Workplace Hostility”</li><li>- “Harassing Behaviors (Sexual &amp; Racial)”</li></ul></li></ul> |
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1. Oath of Enlistment:

“I, \_\_\_\_\_, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the orders of the officers appointed over me, according to regulations and the Uniform Code of Military Justice. So help me God.”

2. Military Commissioned Officer/Federal Civil Service Employee Oath of Office:

*“I \_\_\_\_\_, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office upon which I am about to enter. So help me God.”*



**Slide 7: Read Your Oath**

1. **Facilitator will instruct members to review their applicable oath** (Oath of Enlistment, Military Commissioned Officer Oath of Office, and Federal Civil Service Employee Oath of Office).

a. **Facilitator states**, “Now take a moment to read your Oath. When you read it, think about what it means to you. Think about the promise you made to self, teammates, and fellow citizens. After reading, I will ask a few of you to share what your Oath means to you in the context of this training.”

**Facilitator Lead off Question (LOQ):**  
“What does your oath mean to you?”

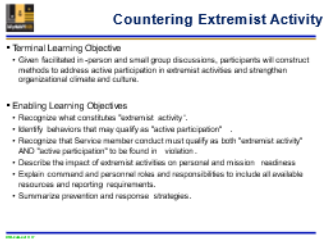
**Anticipated Responses (AR):**  
“Pride, country, commitment, service, honor, devotion.”

**Facilitator Note:** Allow time for participant responses.

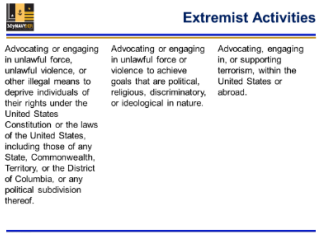
**Facilitator Follow Up Question (FUQ):**  
“What thoughts crossed your mind as you read your oath, in the context of this training?”

**AR:**  
“Culture, history, impact of commitment.”

**Facilitator Note:** Facilitator may need to

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|   |   | <p>generate and conduct follow-on questions to engage feedback.</p> <p><b>Facilitator states</b>, “As members of the Armed Forces, whether military or civilian, reading our Oath is a vital step towards constructing methods to eradicate extremism and strengthen organizational climate and culture.”</p>  |
| <p><b>Terminal Learning Objective</b></p> <p>Given facilitated in-person and small group discussions, participants will construct methods to identify and address active participation in prohibited extremist activities and strengthen organizational climate and culture.</p> <p><b>Enabling Learning Objectives</b></p> <p>A. Recognize the types of extremist activities under DoDI 1325.06.</p> <p>B. Identify behaviors that may qualify as active participation in extremist activities under DoDI 1325.06.</p> <p>C. Recognize that Service member conduct must qualify as both "extremist activity" AND "active participation" to be found in violation.</p> <p>D. Describe the impact of extremist activities on personal and mission readiness.</p> <p>E. Explain command and personnel roles and responsibilities to include all available</p> |  <p><b>Countering Extremist Activity</b></p> <ul style="list-style-type: none"> <li>• Terminal Learning Objective             <ul style="list-style-type: none"> <li>• Given facilitated in-person and small group discussions, participants will construct methods to address active participation in extremist activities and strengthen organizational climate and culture.</li> </ul> </li> <li>• Enabling Learning Objectives             <ul style="list-style-type: none"> <li>• Recognize what constitutes "extremist activity".</li> <li>• Identify behaviors that may qualify as "active participation".</li> <li>• Recognize that Service member conduct must qualify as both "extremist activity" AND "active participation" to be found in violation.</li> <li>• Describe the impact of extremist activities on personal and mission readiness.</li> <li>• Explain command and personnel roles and responsibilities to include all available resources and reporting requirements.</li> <li>• Summarize prevention and response strategies.</li> </ul> </li> </ul> | <p><b>Slide 8: Terminal Learning Objective</b></p> <p>“Given facilitated in-person and small group discussions, participants will construct methods to identify and address active participation in extremist activities and strengthen organizational climate and culture.”</p> <p><b>Enabling Learning Objectives Facilitator states</b>, “Through this facilitated discussion and activities, you will be able to:</p> <p>A. “Recognize the types of extremist activities under DoDI 1325.06”</p> <p>B. “Identify behaviors that may qualify as active participation in extremist activities under DoDI 1325.06.”</p> <p>C. “Recognize that Service member conduct must qualify as both "extremist activity" AND "active participation" to be found in violation.”</p> <p>D. “Describe the impact of extremist activities on personal and mission readiness.”</p> |

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| <p>resources and reporting requirements.</p> <p>F. Summarize prevention and response strategies.</p> |  | <p>E. “Explain command and personnel roles and responsibilities to include all available resources and reporting requirements.”</p> <p>F. “Summarize prevention and response strategies.”</p> |
|  |  | <p><b>Transition: Facilitator states, “Let’s start by discussing what extremist activity is.”</b></p>   |

| <p><b>A. Recognize the types of extremist activities under DoDI 1325.06</b></p>  |  | <p><b>Time:</b> 10 minutes</p>  |
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| <p>1. Military personnel are prohibited from actively participating in extremist activities. The term “extremist activities” means:</p> <p>a. Advocating or engaging in unlawful force, unlawful violence, or other illegal means to deprive individuals of their rights under the United States Constitution or the laws of the United States, Commonwealth, Territory, or the District of Columbia, or any political subdivision thereof.</p> <p>b. Advocating or engaging in unlawful force or violence to achieve goals that are political, religious, discriminatory, or ideological in nature.</p> <p>c. . Advocating, engaging in, or supporting terrorism, within the United States or abroad.</p> |  | <p><b>LOQ:</b> “Does anyone know how the Department of Defense defines extremist activity?”</p> <p><b>AR:</b> “Individuals or groups that use violence or illegal means to achieve certain ends – such as the superiority of one race, or subversion of military activities.”</p> <p><b>Slide 9: Types of Extremist Activities: Facilitator states,</b> “Extremist activities means advocating or engaging in unlawful force, unlawful violence, or other illegal means to deprive individuals of their rights under the United States Constitution or the laws of the United States.”</p> <p>“Advocating or engaging in unlawful force or violence to achieve goals that are political, religious, discriminatory, or ideological in nature.”</p> <p>“Advocating, engaging in, or supporting terrorism, within the United States or abroad.”</p> <p><b>Facilitator Note:</b> DoDI 1325.06 Glossary:</p> <p>Term: Advocacy</p> <p>Definition: When made with the intent to promote or endorse extremist or criminal gang activities, affirmative statements or actions taken to encourage action, promote an organization, or further the spread of</p> |

- d. Advocating, engaging in, or supporting the overthrow of the government of the United States\*, by force or violence; or seeking to alter the form of these governments by unconstitutional or other unlawful means (e.g., sedition).
- e. Advocating or encouraging military, civilian, or contractor personnel within the DoD or United States Coast Guard to violate the laws of the United States\*, or to disobey lawful orders or regulations, for the purpose of disrupting military activities (e.g., subversion), or personally undertaking the same.
- f. Advocating widespread unlawful discrimination based on race, color, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation.

**Extremist Activities (cont.)**

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| <p>Advocating, engaging in, or supporting the overthrow of the government of the United States, or any political subdivision thereof, including that of any State, Commonwealth, Territory, or the District of Columbia, by force or violence; or seeking to alter the form of these governments by unconstitutional or other unlawful means (e.g., sedition).</p> | <p>Advocating or encouraging military, civilian, or contractor personnel within the DoD or United States Coast Guard to violate the laws of the United States, or any political subdivision thereof, including that of any State, Commonwealth, Territory, or the District of Columbia, by force or violence; or seeking to alter the form of these governments by unconstitutional or other unlawful means (e.g., subversion), or personally undertaking the same.</p> | <p>Advocating widespread unlawful discrimination based on race, color, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation.</p> |
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information regarding extremist activities. Advocacy may occur through oral, written, electronic or nonverbal communication, including the display of images or symbols.

Term: Terrorism

Definition: The unlawful use of violence or threat of violence, often motivated by religious, political, or other ideological beliefs, to instill fear and coerce individuals, governments, or societies in pursuit of terrorist goals.

**Slide 10: Types of Extremist Activities: Facilitator states, “Advocating, engaging in, or supporting the overthrow of the government of the United States\*, by force or violence; or seeking to alter the form of these governments by unconstitutional or other unlawful means.”**



“Advocating or encouraging military, civilian, or contractor personnel within the DoD or United States Coast Guard to violate the laws of the United States\*, or to disobey lawful orders or regulations, for the purpose of disrupting military activities.”

“Advocating widespread unlawful discrimination based on race, color, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation.”

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|  |  | <p><b>Facilitator Note:</b></p> <p>DoDI 1325.06 Glossary:</p> <p>Term: Subversion</p> <p>Definition: Actions designed to undermine the military, economic, psychological, or political strength or morale of a governing authority.</p> <p>Term: Widespread Unlawful Discrimination</p> <p>Definition: Extensive discrimination, including disparate treatment of individuals or groups on the basis of race, color, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation, that deprives such persons or groups of constitutional rights or violates Federal, state, or local laws, such as those concerning civil rights and fair housing. It does not include discrimination that is authorized by law, military regulations, or military policies; lawful efforts to overturn, amend, or enact laws applicable to discrimination or lawful support for causes or organizations that engage in such efforts; or isolated incidents of discrimination.</p> |
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|  |  | <p><b>Facilitator states, “Let’s move on to a discussion of when involvement in extremist activities crosses the line into Active Participation.”</b></p> |
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| <p><b>B. Identify behaviors that may qualify as active participation in extremist activities under DoDI 1325.06</b></p>   |  | <p><b>Time:</b> 15 minutes</p>   |
| <p>1. As military members, to be in violation of DoDI 1325.06, it is not sufficient to merely identify a cause as falling within one of the six categories of prohibited extremist activity. A member must ALSO “actively participate” in a prohibited extremist activity. Now that we have defined what is meant by extremist activity, we will turn how the Department defines “active participation” for military members. The term “active participation” means the following, except where such activity is within the scope of an official duty (e.g., intelligence or law enforcement operations):</p> <ol style="list-style-type: none"> <li>a. Advocating or engaging in the use or threat of unlawful force or violence in support of extremist activities.</li> <li>b. Advocating for, or providing material support or resources** to, individuals or organizations that promote or threaten the unlawful use of force or violence in support of extremist activities, with the intent to support such promotion or threats.</li> <li>c. Knowingly communicating information that compromises the operational security of any military organization or mission, in support of extremist activities.</li> <li>d. Recruiting or training others to engage in extremist activities.</li> </ol> | <div style="border-bottom: 1px solid black; padding-bottom: 10px;">  <p style="text-align: center;"><b>Active Participation</b></p> <ul style="list-style-type: none"> <li>• Generally speaking, DoDI 1325.06 is not violated through mere proximity to an event, or mere thoughts and ideas.</li> <li>• To violate DoD extremism policy, Service member must “actively participate” in the extremist activity.</li> <li>• Commanders must ask two questions when assessing a potential violation:             <ul style="list-style-type: none"> <li>• Did the Service member’s conduct involve extremist activities?</li> <li>• If so, did the Service member “actively participate” in those activities?</li> </ul> </li> </ul> </div> <div style="border-bottom: 1px solid black; padding-top: 10px; padding-bottom: 10px;">  <p style="text-align: center;"><b>Active Participation Conduct</b></p> <ul style="list-style-type: none"> <li>• Advocating or engaging in the use or threat of unlawful force or violence in support of extremist activities.</li> <li>• Advocating for, or providing material support or resources to, individuals or organizations that promote or threaten the unlawful use of force or violence in support of extremist activities, with the intent to support such promotion or threats.</li> <li>• Knowingly communicating information that compromises the operational security of any military organization or mission, in support of extremist activities.</li> <li>• Recruiting or training others to engage in extremist activities</li> </ul> </div> | <p><b>Slides 11-15: Active Participation</b></p> <p><b>Facilitator note:</b> Facilitator will open up a discussion about active participation. Ensure you utilize the knowledge and experience for your audience to create dialogue.</p> |

- e. Fundraising for, or making personal contributions through donations of any kind (including but not limited to the solicitation, collection, or payment of fees or dues) to, a group or organization that engages in extremist activities, with the intent to support those activities.
  
- f. Creating, organizing, or taking a leadership role in a group or organization that engages in or advocates for extremist activities, with knowledge of those activities.
  
- g. Actively demonstrating or rallying in support of extremist activities (but not merely observing such demonstrations or rallies as a spectator).
  
- h. Knowingly taking any other action in support of, or engaging in, extremist activities, when such conduct is prejudicial to good order and discipline or is service-discrediting.
  
- i. Attending a meeting or activity with the knowledge that the meeting or activity involves extremist activities, with the intent to support those activities:
  - When the nature of the meeting or activity constitutes a breach of law and order;
  
  - When a reasonable person would determine the meeting or activity is likely to result in violence; or




**Active Participation Conduct (Cont.)**

- Fundraising for, or making personal contributions through donations of any kind (including but not limited to the solicitation, collection, or payment of fees or dues) to, a group or organization that engages in extremist activities, with the intent to support those activities.
  
- Creating, organizing, or taking a leadership role in a group or organization that engages in or advocates for extremist activities, with knowledge of those activities.
  
- Actively demonstrating or rallying in support of extremist activities (but not merely observing such demonstrations or rallies as a spectator).
  
- Knowingly taking any other action in support of, or engaging in, extremist activities, when such conduct is prejudicial to good order and discipline or is service-discrediting.




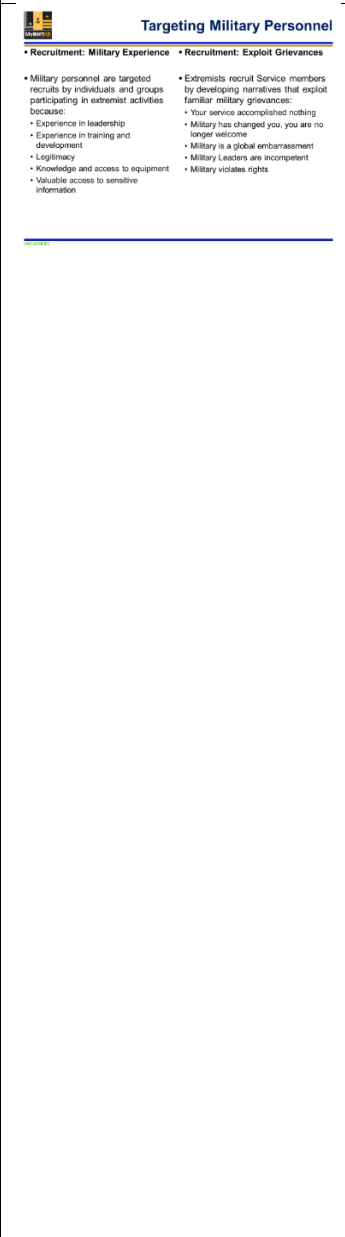
**Active Participation Conduct (Cont.)**

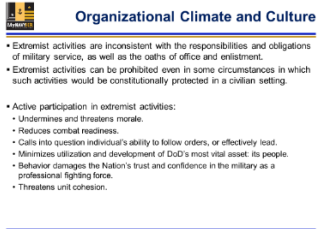
- Attending a meeting or activity with the knowledge that the meeting or activity involves extremist activities, with the intent to support those activities:
  - When the nature of the meeting or activity constitutes a breach of law and order;
  - When a reasonable person would determine the meeting or activity is likely to result in violence; or
  - In violation of off-limits sanctions or other lawful orders.
  
- Distributing literature or other promotional materials, on or off a military installation, the primary purpose and content of which is to advocate for extremist activities, with the intent to promote that advocacy.
  
- Knowingly receiving material support or resources from a person or organization that advocates or actively participates in extremist activities with the intent to use the material support or resources in support of extremist activities.

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| <ul style="list-style-type: none"> <li>• In violation of off-limits sanctions or other lawful orders.</li> </ul> <p>j. Distributing literature or other promotional materials, on or off a military installation, the primary purpose and content of which is to advocate for extremist activities, with the intent to promote that advocacy.</p> <p>k. Knowingly receiving material support or resources from a person or organization that advocates or actively participates in extremist activities with the intent to use the material support or resources in support of extremist activities.</p> <p>l. When using a government communications system and with the intent to support extremist activities, knowingly accessing internet web sites or other materials that promote or advocate extremist activities.</p> <p>m. Knowingly displaying paraphernalia, words, or symbols in support of extremist activities or in support of groups or organizations that support extremist activities, such as flags, clothing, tattoos, and bumper stickers, whether on or off a military installation.</p> <p>n. Engaging in electronic and cyber activities regarding extremist activities, or groups that support extremist activities – including posting, liking, sharing, re-tweeting, or otherwise distributing content – when such action is taken with the intent to promote or</p> | <div style="text-align: center;">  <p><b>Active Participation Conduct (Cont.)</b></p> </div> <ul style="list-style-type: none"> <li>• When using a government communications system and with the intent to support extremist activities, knowingly accessing internet web sites or other materials that promote or advocate extremist activities.</li> <li>• Knowingly displaying paraphernalia, words, or symbols in support of extremist activities or in support of groups or organizations that support extremist activities, such as flags, clothing, tattoos, and bumper stickers, whether on or off a military installation.</li> <li>• Engaging in electronic and cyber activities regarding extremist activities, or groups that support extremist activities – including posting, liking, sharing, re-tweeting, or otherwise distributing content – when such action is taken with the intent to promote or otherwise endorse extremist activities. Military personnel are responsible for the content they publish on all personal and public internet domains, including social media sites, blogs, websites, and applications.</li> </ul> |  |
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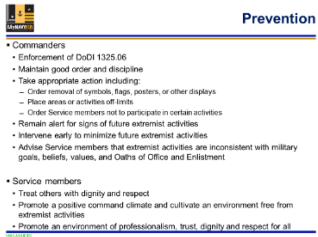
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| <p>otherwise endorse extremist activities. Military personnel are responsible for the content they publish on all personal and public Internet domains, including social media sites, blogs, websites, and applications.</p> <p><b>**</b> “Material Support and Resources” is a term used by federal law enforcement authorities in counterterrorism enforcement. It includes a wide variety of money, property, or services (physical help, lodging, training, transportation, etc.).</p> |  |  |
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| <p><b>C. Explain MEO Violations Vs. Extremist Activities and why military member are targeted.</b></p>   |  | <p><b>Time:</b> 15 minutes</p>   |
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| <p>1. OPNAVINST 5354.1H, <i>Navy Harassment Prevention and Military Equal Opportunity (MEO) Program Manual</i>, addresses prohibited discrimination.</p> <p>a. Prohibited Discrimination is discrimination, including disparate treatment, of an individual or group on the basis of race, color, national origin, religion, sex (including pregnancy), gender identity or sexual orientation that is not otherwise authorized by law or regulation and detracts from military readiness.</p> <p>2. Sometimes, the MEO policy and extremist activities policy intersect.</p> <p>a. Generally speaking, a specific instance of prohibited discrimination is an MEO issue.</p> <p>b. But if a Service member advocates for widespread unlawful discrimination (based on race, color, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation), their actions may also qualify as extremist activities.</p> <p>c. Commanders and their servicing Judge Advocates will evaluate alleged violations on a case-by-case basis in order to ensure that the appropriate policies are enforced and to ensure good order and discipline.</p> | <p> <b>MEO Violations Vs. Extremist Activities</b></p> <ul style="list-style-type: none"> <li>• OPNAVINST 5354.1H, <i>Navy Harassment Prevention and Military Equal Opportunity (MEO) Program Manual</i>, addresses prohibited discrimination.</li> <li>• Prohibited Discrimination is discrimination, including disparate treatment, of an individual or group on the basis of race, color, national origin, religion, sex (including pregnancy), gender identity or sexual orientation that is not otherwise authorized by law or regulation and detracts from military readiness.</li> <li>• Sometimes, the MEO policy and extremist activities policy intersect.</li> <li>• Generally speaking, a specific instance of prohibited discrimination is an MEO issue.</li> <li>• But if a Service member advocates for widespread unlawful discrimination (based on race, color, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation), their actions may also qualify as extremist activities.</li> <li>• Commanders and their servicing Judge Advocates will evaluate alleged violations on a case-by-case basis in order to ensure that the appropriate policies are enforced and to ensure good order and discipline.</li> </ul> | <p><b>Slide 16: MEO Violations Vs. Extremist Activities: Facilitator states,</b> “OPNAVINST 5354.1H, Navy Harassment Prevention and Military Equal Opportunity (MEO) Program Manual, addresses prohibited discrimination. Prohibited Discrimination is discrimination, including disparate treatment, of an individual or group on the basis of race, color, national origin, religion, sex (including pregnancy), gender identity or sexual orientation that is not otherwise authorized by law or regulation and detracts from military readiness.”</p> <p><b>Facilitator states,</b> “Sometimes, the MEO policy and extremist activities policy intersect.”</p> <p>“Generally speaking, a specific instance of prohibited discrimination is an MEO issue.”</p> <p>“But if a Service member advocates for widespread unlawful discrimination (based on race, color, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation), their actions may also qualify as extremist activities.”</p> <p>“Commanders and their servicing Judge Advocates will evaluate alleged violations on a case-by-case basis in order to ensure that the appropriate policies are enforced.” and to</p> |

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|  |   | ensure good order and discipline.”  |
| <p><b>1. Recruitment: Military Experience</b></p> <p>a. Military personnel are targeted recruits by individuals and groups participating in extremist activities because:</p> <ul style="list-style-type: none"> <li>• Experience in leadership</li> <li>• Experience in training and development</li> <li>• Legitimacy</li> <li>• Knowledge and access to equipment</li> <li>• Valuable access to sensitive information</li> </ul> <p><b>2. Recruitment: Exploit Grievances</b></p> <p>a. Extremists recruit Service members by developing narratives that exploit familiar military grievances:</p> <ul style="list-style-type: none"> <li>• Your service accomplished nothing</li> <li>• Military has changed you, you are no longer welcome</li> <li>• Military is a global embarrassment</li> <li>• Military Leaders are incompetent</li> <li>• Military violates rights</li> </ul> |  <p style="text-align: center;"><b>Targeting Military Personnel</b></p> <ul style="list-style-type: none"> <li style="width: 50%;">• Recruitment: Military Experience</li> <li style="width: 50%;">• Recruitment: Exploit Grievances</li> </ul> <ul style="list-style-type: none"> <li>• Military personnel are targeted recruits by individuals and groups participating in extremist activities because:             <ul style="list-style-type: none"> <li>• Experience in leadership</li> <li>• Experience in training and development</li> <li>• Legitimacy</li> <li>• Knowledge and access to equipment</li> <li>• Valuable access to sensitive information</li> </ul> </li> <li>• Extremists recruit Service members by developing narratives that exploit familiar military grievances:             <ul style="list-style-type: none"> <li>• Your service accomplished nothing</li> <li>• Military has changed you, you are no longer welcome</li> <li>• Military is a global embarrassment</li> <li>• Military Leaders are incompetent</li> <li>• Military violates rights</li> </ul> </li> </ul> | <p><b>Slide 17: Targeting Military Personnel</b></p> <p><b>Facilitator note:</b> Facilitator will open up a discussion about why military personnel are targeted. Ensure you utilize the knowledge and experience for your audience to create dialogue.</p> |

| <p><b>D. Explain the effects of extremist activities on unit climate and culture.</b></p>  |  | <p><b>Time:</b> 15 minutes</p>   |
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| <p>1. Impact of active participation in extremist activity on organizational climate and culture:</p> <p>a. Extremist activities are inconsistent with the responsibilities and obligations of military service, as well as the oaths of office and enlistment.</p> <p>b. Extremist activities can be prohibited even in some circumstances in which such activities would be constitutionally protected in a civilian setting.</p> <p>c. Active participation in extremist activities:</p> <ul style="list-style-type: none"> <li>• Undermines and threatens morale.</li> <li>• Reduces combat readiness.</li> <li>• Calls into question individual’s ability to follow orders, or effectively lead.</li> <li>• Minimizes utilization and development of DoD’s most vital asset: its people.</li> <li>• Behavior damages the Nation’s trust and confidence in the military as a professional fighting force.</li> <li>• Threatens unit cohesion.</li> </ul> | <div style="border: 1px solid black; padding: 5px;">  <p><b>Organizational Climate and Culture</b></p> <ul style="list-style-type: none"> <li>• Extremist activities are inconsistent with the responsibilities and obligations of military service, as well as the oaths of office and enlistment.</li> <li>• Extremist activities can be prohibited even in some circumstances in which such activities would be constitutionally protected in a civilian setting.</li> </ul> <ul style="list-style-type: none"> <li>• Active participation in extremist activities:                             <ul style="list-style-type: none"> <li>• Undermines and threatens morale.</li> <li>• Reduces combat readiness.</li> <li>• Calls into question individual’s ability to follow orders, or effectively lead.</li> <li>• Minimizes utilization and development of DoD’s most vital asset: its people.</li> <li>• Behavior damages the Nation’s trust and confidence in the military as a professional fighting force.</li> <li>• Threatens unit cohesion.</li> </ul> </li> </ul> </div> | <p><b>Facilitator Note:</b> Continue slide presentation and briefly discuss prohibited extremist activities impact on unit climate and culture.</p> <p><b>Slide 18: Impact on Organizational Climate and Culture: Extremist Activities Review</b></p> <p><b>LOQ:</b> “What have you learned about prohibited extremist activities?”</p> <p><b>AR:</b> “The activities can impact my career or the organization. Violates good order and discipline.<br/>Active participation in extremist activity is inconsistent with the responsibilities and obligations of military service, as well as the oaths of office and enlistment. Can be prohibited even in some circumstances in which such activities would be constitutionally protected in a civilian setting.”</p> <p><b>FUQ:</b> “What impact does active participation in extremist activities have on the organizational climate/culture?”</p> <p><b>AR:</b> “Causes division, isolation, mental health challenges, mission failure, and low morale.”</p> |



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|  |   | <p><b>Transition:</b><br/> <b>Facilitator states,</b> “The impact active participation in extremist activity has on the organizational climate and culture knowledge has created the foundation to discuss prevention and response strategies.”</p> |
| <p><b>E. Demonstrate extremist activities prevention and response strategies.</b></p>  |   | <p><b>Time:</b> 15 minutes</p>  |
| <p>1. Commanders Responsibilities:</p> <ul style="list-style-type: none"> <li>a. Enforcement of DoDI 1325.06</li> <li>b. Maintain good order and discipline.</li> <li>c. Take appropriate action including:             <ul style="list-style-type: none"> <li>• Order the removal of symbols, flags, posters, or other displays,</li> <li>• Place areas or activities off-limits,</li> <li>• Order Service members not to participate in activities</li> </ul> </li> </ul> <p>2. Service Member Responsibilities:</p> <ul style="list-style-type: none"> <li>a. Treat others with dignity and respect</li> <li>b. Promote a positive command climate and cultivate an environment free from extremist activities</li> <li>c. Promote an environment of professionalism, trust, dignity and respect for all</li> </ul> |  <p><b>Prevention</b></p> <ul style="list-style-type: none"> <li>• Commanders             <ul style="list-style-type: none"> <li>• Enforcement of DoDI 1325.06</li> <li>• Maintain good order and discipline</li> <li>• Take appropriate action including:                 <ul style="list-style-type: none"> <li>– Order removal of symbols, flags, posters, or other displays</li> <li>– Place areas or activities off limits</li> <li>– Order Service members not to participate in certain activities</li> </ul> </li> <li>• Remain alert for signs of future extremist activities</li> <li>• Intervene early to minimize future extremist activities</li> <li>• Advise Service members that extremist activities are inconsistent with military goals, beliefs, values, and Oaths of Office and Enlistment</li> </ul> </li> <li>• Service members             <ul style="list-style-type: none"> <li>• Treat others with dignity and respect</li> <li>• Promote a positive command climate and cultivate an environment free from extremist activities</li> <li>• Promote an environment of professionalism, trust, dignity and respect for all</li> </ul> </li> </ul> | <p><b>Slide 19: Prevention</b></p> <p><b>Facilitator note:</b> Facilitator will open up a discussion about responsibilities. Ensure you utilize the knowledge and experience for your audience to create dialogue.</p>                              |

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| <p>1. Commanders may, pursue adverse administrative action in addition to include:</p> <ol style="list-style-type: none"> <li>a. involuntary separation,</li> <li>b. reassignment,</li> <li>c. loss of security clearance,</li> <li>d. denial of reenlistment,</li> <li>e. other administrative or disciplinary actions,</li> <li>f. If substantiated, record in personnel records</li> </ol> <p>2. Upon credible report or suspicion of extremist activities, commanders will notify the appropriate:</p> <ol style="list-style-type: none"> <li>a. Military Criminal Investigative Organization(s).</li> <li>b. Counterintelligence organization(s), as appropriate.</li> <li>c. Command security manager, if the military member possesses a security clearance.</li> <li>d. Legal office.</li> <li>e. Insider Threat Hub.</li> </ol> | <div style="text-align: right;"><b>Response</b></div> <hr/> <ul style="list-style-type: none"> <li>• Commanders May pursue adverse administrative action to include:             <ul style="list-style-type: none"> <li>• Involuntary separation</li> <li>• Reassignment</li> <li>• Loss of security clearance</li> <li>• Denial of reenlistment</li> <li>• Other disciplinary actions</li> <li>• If substantiated, record in personnel records</li> </ul> </li> <li>• Upon a credible report or suspicion of extremist activities, commanders will notify the appropriate:             <ul style="list-style-type: none"> <li>• Military Criminal Investigative Organization(s)</li> <li>• Counterintelligence organizations</li> <li>• Command Security Manager</li> <li>• Legal Office</li> <li>• Insider Threat Hub</li> </ul> </li> </ul> <hr/> | <p><b>Slide 20: Response: Facilitator note:</b><br/>Facilitator will discuss administrative/punitive actions Commanders can take when service members actively participate in extremist activities. Ensure you utilize the knowledge and experience for your audience to create dialogue.</p> <p><b>LOQ:</b> “What are some administrative and/or punitive actions Commanders can use to hold members accountable for violating policy?”</p> <p><b>AR:</b> “Involuntary separation, court martial, Letter of Reprimand, Letter of Counseling, reassignment, loss of security clearance, denial of reenlistment, and other disciplinary or administrative actions.”</p> <p><b>Facilitator note:</b> Internal transition, now that you have the knowledge to identify the Commander’s obligations and responsibilities to enforce DoDI 1325.06. Let’s continue to identify the Commander’s prevention and response commitments.</p> <p><b>Facilitator note:</b> Internal transition, thanks for sharing your perspective, here are the Commander’s reporting requirements.</p> |
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| <ol style="list-style-type: none"> <li>1. Service members             <ol style="list-style-type: none"> <li>a. Must report extremist or suspected extremist activities to their chain of command. These reports must be provided to the commander.</li> </ol> </li> <br/> <li>2. Active participation in extremist activities may impact:             <ol style="list-style-type: none"> <li>a. Performance evaluations</li> <li>b. Selection for leadership positions</li> <li>c. Security clearances</li> <li>d. Reassignment and personnel actions</li> <li>e. Reports to law enforcement and/or counterintelligence agencies</li> </ol> </li> <br/> <li>3. While DoDI 1325.06 only applies to Service members in the Armed Forces, some statutory provisions and Military Service policies in this area also apply to DoD civilians and employees of DoD contractors.</li> </ol> | <div style="text-align: right;"><b>Response (Cont.)</b></div> <hr/> <ul style="list-style-type: none"> <li>• Service members             <ul style="list-style-type: none"> <li>• Must report extremist or suspected extremist activities to their chain of command. These reports must be provided to the commander.</li> </ul> </li> <br/> <li>• Active participation in extremist activities may impact:             <ul style="list-style-type: none"> <li>• Performance evaluations</li> <li>• Selection for leadership positions</li> <li>• Security clearances</li> <li>• Reassignment and personnel actions</li> <li>• Reports to law enforcement and/or counterintelligence agencies</li> </ul> </li> <br/> <li>• While DoDI 1325.06 only applies to Service members in the Armed Forces, some statutory provisions and Military Service policies in this area also apply to DoD civilians and employees of DoD contractors.</li> </ul> <hr/> | <p><b>Slide 21: Response (Cont.):</b><br/> <b>Facilitator note:</b> Facilitator will discuss response strategies. Ensure you utilize the knowledge and experience of your audience to create dialogue.</p> |
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| <p><b>Summary:</b></p> <p>A. Recognize the types of extremist activities under DoDI 1325.06</p> <p>B. Identify behaviors that may qualify as active participation in extremist activities under DoDI 1325.06.</p> <p>C. Recognize that Service member conduct must qualify as both "extremist activity" AND "active participation" to be found in violation of DoDI 1325.06</p> <p>D. Describe the impact of extremist activities on personal and mission readiness.</p> <p>E. Explain command and personnel roles and responsibilities to include all available resources and reporting requirements.</p> <p>F. Summarize prevention and response strategies.</p> | <div style="text-align: right;"><b>Summary</b></div> <hr/> <ul style="list-style-type: none"> <li>• Recognize what constitutes "extremist activity" per DoDI 1325.06, encl. 3, para. 8.c.(1).</li> <li>• Identify behaviors that may qualify as "active participation" per DoDI 1325.06, encl. 3, para. 8.c.(2).</li> <li>• Recognize that Service member conduct must qualify as both "extremist activity" AND "active participation" to be found in violation of DoDI 1325.06</li> <li>• Describe the impact of extremist activities on personal and mission readiness.</li> <li>• Explain command and personnel roles and responsibilities to include all available resources and reporting requirements.</li> <li>• Summarize prevention and response strategies.</li> </ul> | <p><b>Slide 22: Summary: Facilitator states,</b><br/> <b>“Through this facilitated discussion and activities, you are now able to:”</b></p> <p>“Recognize the types of extremist activities under DoDI 1325.06”</p> <p>“Identify behaviors that may qualify as active participation in extremist activities under DoDI 1325.06.”</p> <p>“Recognize that Service member conduct must qualify as both "extremist activity" AND "active participation" to be found in violation of DoDI 1325.06.”</p> <p>“Describe the impact of extremist activities on personal and mission readiness.”</p> <p>“Explain command and personnel roles and responsibilities to include all available resources and reporting requirements.”</p> <p>“Summarize prevention and response strategies.”</p> <p>“We have discussed the impact active participation in extremist activity has on the organizational, climate, and, culture. As you move forward, continue to be vigilant for signs of such activity within your organization in order to minimize the negative impact it has on the organizational climate and culture.”</p> |
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**—End of Lesson—**