



CHIEF OF THE NATIONAL GUARD BUREAU INSTRUCTION

NGB-J1
DISTRIBUTION: A

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NATIONAL GUARD WARRIOR RESILIENCE AND FITNESS

References: See Enclosure B.

1. Purpose. This instruction establishes policy and assigns responsibilities for National Guard (NG) Warrior Resilience and Fitness in accordance with (IAW) reference a through reference j.
2. Cancellation. This instruction cancels and replaces Chief of the National Guard Bureau (CNGB) Instruction 0300.01, 16 November 2018, "National Guard Warrior Resilience and Fitness Program."
3. Applicability. This instruction applies to all elements of the NG.
4. Policy. It is NG policy to establish an integrated approach to the wellness, resilience, and readiness of Service members by ensuring the effectiveness and relevance of NG prevention and response strategies and programs are in alignment with the Total Force Fitness framework and existing Department of Defense (DoD) and Service policies. NG Warrior Resilience and Fitness integrates NG capabilities to enhance operational readiness through a comprehensive system that emphasizes prevention; addresses identified risk and protective factors; is evidenced-based; and supports collaboration IAW reference a through reference j.
 - a. Integrated Primary Prevention Workforce. NG will establish an Integrated Primary Prevention Workforce to prevent prohibited abuse or harm. The Integrated Primary Prevention Workforce focuses on primary prevention actions addressing shared risk and protective factors impacting the readiness of NG Service members, family members, and civilians. The NG will use this data-informed, integrated approach to enhance the effectiveness of prevention efforts, which is centered on conducting comprehensive needs assessments and implementing evidence-based prevention activities IAW reference b and reference c.
 - b. Resilience and Suicide Prevention. The NG will implement effective suicide prevention, risk reduction, substance abuse, and resilience policies and programs IAW the references. The NG will provide joint governance oversight to existing councils to

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synchronize and integrate the functions of prevention and response programs IAW reference c through reference i.

c. Evidence-based Prevention Activities and Partnerships. The NG will identify and evaluate evidence-based prevention activities and partnerships to prevent harmful behaviors and increase resiliency and wellness among NG Service members, civilians, and their families IAW reference j.

5. Definitions. See Glossary.

6. Responsibilities. See Enclosure A.

7. Summary of Changes. This instruction is assigned under a new subject category number under the 1000 Series and assigns the NGB Manpower and Personnel Directorate (NGB-J1) as the new Office of Primary Responsibility and removes the word "Program" from the title of the document and from the phrase "NG Warrior Resilience and Fitness" throughout the document, as this policy does not create, or apply to, a standalone program. This instruction establishes new roles and responsibilities; it adopts integrated primary prevention, refocuses to directly support suicide prevention and resilience, and maintains a total force fitness framework for the adoption of a systems approach.

8. Releasability. This instruction is approved for public release; distribution is unlimited. It is available at <<https://www.ngbpmc.ng.mil/>>.

9. Effective Date. This instruction is effective upon publication and must be reviewed annually by the Proponent/Office of Primary Responsibility for continued validity, and must be revised, reissued, canceled, or certified as current every ten years.



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Enclosures:

- A -- Responsibilities
- B -- References
- GL -- Glossary

ENCLOSURE A

RESPONSIBILITIES

1. Vice CNGB. The Vice CNGB will serve as the NGB representative to the White House, the Secretary of Defense, and DoD agencies to address NG Warrior Resilience and Fitness under the authority of, and at the discretion of, the CNGB IAW the references.

2. Director of the Army National Guard (DARNG) and Director of the Air National Guard (DANG). The DARNG and the DANG will:

a. Assist the CNGB in carrying out the functions of Headquarters, Department of Army and Air Force as they relate to the NGB ARNG and ANG Staff on all matters related to NG Warrior Resilience and Fitness.

b. Implement NG Warrior Resilience and Fitness policies for non-Federalized ARNG and ANG personnel IAW DoD publications, Service-specific requirements applicable to non-Federalized NG members, and CNGB Issuances.

c. Respond to Congressional inquiries on the NG Warrior Resilience and Fitness received through the Services in coordination with the NGB Office of Legislative Liaison and NGB-J1 and notify senior leaders of the inquiries and responses.

3. NGB Director of Staff. The NGB Director of Staff will advise the CNGB and the Vice CNGB on all matters affecting the overall execution of NG Warrior Resilience and Fitness.

4. Director of NGB-J1. The Director of NGB-J1 will:

a. Serve as the CNGB's Office of Primary Responsibility for NG Warrior Resilience and Fitness standardized plans and policies.

b. Provide guidance to State leaders on establishing NG Warrior Resilience and Fitness policies and programs IAW with DoD and CNGB goals and objectives.

c. Develop National memorandums of understanding and memorandums of agreement with non-profit organizations supporting DoD and CNGB goals and objectives IAW reference i.

d. Serve as principal advisor to the Vice CNGB, the NGB Director of Staff, and NG leaders on all matters concerning NG Warrior Resilience and Fitness IAW references.

e. Administer and maintain oversight of NG Warrior Resilience and Fitness and:

(1) Enhance data collection and analysis.

- (2) Develop, evaluate, and sustain technology-driven solutions and process improvement initiatives.
 - (3) Develop and support training efforts to ensure the States, Territories, and the District of Columbia follow standardized practices and techniques.
 - (4) Develop guidance of ARNG, ANG, and Joint governance processes and maintain oversight as required by policy.
 - (5) Leverage efforts from ARNG, ANG, and Joint governance councils to identify best practices, joint trends, isolated matters, and corrective actions taken or planned.
 - (6) Collaborate with Federal partners and non-Governmental organizations to enhance the help-seeking culture within the NG and expand wellness, prevention, and resilience networks through the NG Warrior Resilience and Fitness.
 - (7) Develop guidance to optimize coordination between all Service member health and wellness programs and NG Warrior Resilience and Fitness.
 - (8) Ensure all NG Warrior Resilience and Fitness programs are structured to support integration of prevention efforts for reducing self-directed harm, sexual assault, family violence, and workplace harassment.
5. Office of the NGB Inspector General. The Office of the NGB Inspector General will communicate with appropriate Inspector General offices within the DoD, the Services, ARNG, and ANG, on matters related to the NG Warrior Resilience and Fitness.
6. Office of the NGB Joint Surgeon General. The Office of the NGB Joint Surgeon General will:
- a. Coordinate with the NGB-J1 appointed point of contact to monitor national healthcare performance measures, standards, and benchmarks in coordination with the Defense Health Agency and the Services.
 - b. Coordinate with NGB Director of Psychological Health to support integration of efforts with the NG Warrior Resilience and Fitness.
 - c. Support integration of efforts with NG Warrior Resilience and Fitness.
7. The NGB Director of Psychological Health, ARNG Behavior Health Officers, ANG Directors of Psychological Health, Psychological Health Coordinators, or Equivalent; Office of NGB Equal Opportunity Compliance, and the Office of the NGB Joint Chaplain. This group of professionals will:
- a. Establish policies for coordination with NGB-J1 that support prevention, intervention, and response activities.

b. Collaborate with NGB-J1 to synchronize prevention, intervention, and response efforts to support the overall health of Service members and their families.

c. Participate in data sharing efforts in support of prevention, intervention, and response activities.

d. Meet with relevant civilian entities or partners IAW references.

8. NGB Office of Legislative Liaison. NGB Office of Legislative Liaison will:

a. Advise the CNGB on Congressional activities and proposed legislation pertaining to NG Warrior Resilience and Fitness.

b. Inform and educate Congress on NG prevention and response efforts.

9. Office of NGB Public Affairs and Strategic Communications. This office will:

a. Communicate with appropriate Public Affairs offices within the Office of the Secretary of Defense, Military Services, ARNG, and ANG, to deliver consistent NG Warrior Resilience and Fitness messages.

b. Coordinate with NGB offices to respond to media inquiries relating to NG Warrior Resilience and Fitness.

10. The Adjutants General and the Commanding General of the District of Columbia.

The Adjutants General and the Commanding General of the District of Columbia, under the authority, direction, and control of their Governors or chain of command, will:

a. Establish policies and responsibilities consistent with this instruction and IAW the references.

b. Execute all programs and activities associated with the NG Warrior Resilience and Fitness IAW the references.

c. Select the appropriate staff to be trained and credentialed as primary leads for their role in NG Warrior Resilience and Fitness.

d. Ensure effective collaboration between all roles in the Prevention System.

e. Ensure coordination between NG Joint Force Headquarters-State and other Federal and local and non-governmental organizations that support prevention and resiliency.

f. Ensure evaluation of prevention and resiliency programs within the State.

g. Establish an Integrated Primary Prevention Workforce IAW reference b.

ENCLOSURE B

REFERENCES

PART I. REQUIRED

- a. Chairman of the Joint Chiefs of Staff Instruction 3405.01, 01, 23 September 2013, "Chairman's Total Force Fitness Framework"
- b. Department of Defense (DoD) Instruction 6400.11, 20 December 2022, "Integrated Primary Prevention Policy for Prevention Workforce and Leaders," Incorporating Change 1, 04 April 2023
- c. DoD Instruction 6400.09, 11 September 2020, "DoD Policy on Integrated Primary Prevention of Self-Directed Harm and Prohibited Abuse or Harm"
- d. DoD Instruction 6490.16, 06 November 2017, "Defense Suicide Prevention Program," Incorporating Change 3, 02 February 2023
- e. DoD Instruction 1010.01, 13 September 2012, "Military Personnel Drug Abuse Testing Program (MPDATP)," Incorporating Change 1, 14 February 2018
- f. Army Regulation 350-53, 19 June 2024, "Comprehensive Soldier and Family Fitness"
- g. Army Regulation 600-92, 08 September 2023, "Army Suicide Prevention Program"
- h. Army Regulation 600-63, 14 April 2015, "Army Health Promotion"
- i. Air Force Instruction 90-5001, 23 July 2024, "Integrated Resilience"
- j. Chief of the National Guard Bureau Manual 1800.02A, 31 January 2024, "National Guard Service Member and Family Readiness Program"

PART II. RELATED

- k. DoD Instruction 6495.02, 24 June 2022, "Sexual Assault Prevention and Response: Retaliation Response for Adult Sexual Assault Cases"

GLOSSARY

PART I. ACRONYMS

ANG	Air National Guard
ARNG	Army National Guard
CNGB	Chief of the National Guard Bureau
DoD	Department of Defense
IAW	In accordance with
NG	National Guard
NGB	National Guard Bureau
NGB-J1	Manpower and Personnel Directorate

PART II. DEFINITIONS

Comprehensive Needs Assessment -- A systematic procedure used to gather information on an organization's climate and respond to identified issues. CCA activities include consideration of DEOCS and other data (for example, interview data, focus group data, observations, records, reports, and existing survey data). (Reference c.)

Data-informed Actions -- Decisions based on the collection and analysis of available data. (Reference c.)

Integrated Primary Prevention -- Refers to prevention activities that simultaneously address multiple self-directed harm and prohibited abusive or harmful acts or the inclusion of prevention activities across self-directed harm and prohibited abusive or harmful acts into a cohesive, comprehensive approach that promotes unity of effort, avoids unnecessary duplication, and lessens training fatigue. (Reference c.)

Intervention -- A strategy or approach that is intended to prevent an outcome or alter the course of a challenge, stress, or situation. (Reference c.)

Prevention -- A strategy or approach that reduces the risk or delays the onset of adverse health problems or reduces the likelihood that an individual will engage in harmful behaviors. Also known as "primary prevention." (Reference d.)

Prevention Activities -- Policies, programs, or practices that aim to prevent self-directed harm and prohibited abusive or harmful acts. (Reference c.)

Prevention System -- Organizational factors that constitute the prevention system include human resources, such as equipped and empowered leadership and prevention personnel; infrastructure, such as prevention-specific policy, resources, and data systems; and collaborative relationships within and across organizations. In a prevention system, human resources attain and sustain prevention-specific knowledge and skills, productive and collaborative relationships form and strengthen, and

infrastructure facilitates and institutionalizes effective planning, execution, evaluation, and quality improvements. (Reference c.)

Primary Prevention -- Stopping a self-directed harm and prohibited abusive or harmful act before it occurs. Can be implemented for an entire group or population without regard to risk (universal primary prevention) or can be implemented for individuals, groups, or a population that is at risk (selected primary prevention). Primary prevention activities can target:

- a. Influencers, such as leaders who set a climate and shape norms, but may not be present when a self-directed harm or prohibited abusive or harmful acts may take place.
- b. Bystanders, who may be present when self-directed harm or prohibited abusive or harmful act may take place.
- c. Individuals, who may commit self-directed harm or prohibited abusive or harmful acts.
- d. Individuals who may be affected by self-directed harm or prohibited abusive or harmful acts. (Reference c.)

Prohibitive Abuse and Harm -- Behaviors characterized by the intentional use of physical force or power, threatened or actual, against a person or group that results in or has a high likelihood of resulting in injury, death, psychological harm, maldevelopment, or deprivation. Includes behaviors such as sexual assault, harassment, retaliation, stalking, and domestic abuse. (Reference c.)

Protective Factors -- Individual or environmental characteristics, conditions, or behaviors that reduce the effects of stressful life events (for example, inclusion, help-seeking behavior, financial literacy). These factors increase the ability to avoid risks and promote healthy behaviors to thrive in all aspects of life. (Reference c.)

Resilience -- The ability to withstand, recover, grow, and adapt under challenging circumstances. (Reference a.)

Response -- Activities after incidents of harm or abuse have occurred to mitigate the lasting consequences of the harm or abuse and prevent future harm, re-victimization, or recidivism. (Reference b.)

Risk Factors -- Factors that increase the likelihood of self-directed harm and prohibited abusive or harmful acts. (Reference c.)

Risk Reduction -- Methods for reducing the threat for suicidal ideation or behaviors. Examples include, but are not limited to, mental health screenings and counseling. (Reference d.)

Self-Directed Harm -- Behavior directed towards oneself that deliberately results in injury or the potential for injury to oneself. Military Services have flexibility in how this is termed or referenced within their Service policies. (Reference c.)

Sexual Assault -- Intentional sexual contact characterized using force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent. As used in this Instruction, the term includes a broad category of sexual offenses consisting of the following specific Uniform Code Military Justice offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these offenses. (Reference k.)

Total Force Fitness -- The state in which the individual, family, and organization can sustain optimal well-being and performance under all conditions. (Reference c.)

Wellness -- A holistic concept that encompasses an individual's overall state of health, well-being, and quality of life. (Reference a.)