



DEPARTMENT OF THE ARMY
ARMY BANDS NONCOMMISSIONED OFFICER ACADEMY
1420 GATOR BOULEVARD
JOINT EXPEDITIONARY BASE LITTLE CREEK, VA 23459-2617

ATSG-SMN (800D-100)

4 January 2024

MEMORANDUM FOR All NCO Academy Personnel

SUBJECT: Policy Memorandum #4 - Suicide Prevention Policy

1. References:

- a. DoD Directive 6200.04, Force Health Protection, 9 October 2004.
- b. AR 600-63 Army Health Promotion, 14 April 2015.
- c. 2020 Army Strategy for Suicide Prevention, 1 October 2012.
- d. USACHPPM Directorate of Health Promotion and Wellness Suicide Prevention training resources:
<https://phc.amedd.army.mil/topics/healthyliving/bh/Pages/SuicidePrevention.aspx>

2. Purpose. To establish the Commandant's policy on Suicide Prevention

3. Applicability. This policy applies to all NCO Academy personnel, students, and their families.

4. Policy. Suicide is an irreversible decision that traumatically and permanently impacts the individual's family, friends, and coworkers. I am committed to ensuring that our Academy is a place where students, cadre, and their families feel that they can reach out for help when they experience the kind of hopelessness and despair that leads to suicide.

5. Expectations. All Academy personnel will review and reinforce through personal example the principles of suicide prevention: Ask, Care, Escort (ACE). Additionally, all Academy personnel will reflect on their beliefs about suicide and mental fitness in general. The following questions will serve as a guide:

a. Do I believe that people who admit they have spiritual, relational, emotional and psychological problems are weak or defective?

b. Do I attach stigma to and unconsciously penalize personnel who seek help for spiritual, relational, emotional and psychological problems?

c. Would I be embarrassed or afraid to seek help if I was experiencing spiritual, relational, emotional or psychological problems?

If you answered "yes" to any of these questions, you cannot be an effective advocate and practitioner of suicide prevention efforts! You must be able to stand before your teammates and tell them with sincerity that it takes courage to admit to having personal problems and to seek help. If you answered "yes" to any of these questions, you owe it to your fellow Soldiers to examine and challenge your beliefs with a friend, mentor, Chaplain, or medical professional.

7. Engaged leadership is critical. As former TRADOC CG General Funk said, "Leadership is a contact sport." You are charged with getting to know your coworkers—seniors, peers, and subordinates. If you don't know where to start, consider these topics:

a. Ask about what kind of stress (financial, Family, legal, etc.) bothers them.

b. Ask whether they are in pain – physical, emotional or spiritual.

c. Ask about their sleep – poor rest is a huge risk factor.

d. Ask about friends – do they have any, have they lost a buddy, do they feel guilty for surviving?

e. Ask about fuel – are they getting adequate nutrition, vitamins and water, or are they relying on fast foods, diet supplements, high caffeine/high sugar energy drinks, and cigarettes / chewing tobacco / alcohol to get through the day?

f. Ask do they have someone to talk with are difficult?

g. And, finally, ask if they have hope. *If a person cannot answer "yes" to this final question, they are at extreme risk for desperate and destructive behavior, including suicide. Ask, Care, and Escort to safety now!*

9. Procedures. When a Soldier indicates through words or actions that he or she is contemplating suicide, the Deputy Commandant will immediately arrange to have the Soldier escorted to a medical professional. The Deputy Commandant will ensure that the Soldier attends all scheduled appointments and will work with the medical staff to develop a plan for follow-on care at the unit after the Soldier completes any prescribed resident treatment.

10. Academy cadre will ensure that all students have the following phone numbers at the ready:

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Boone Clinic: 1-866-MIL-HLTH (645-4584) or (757) 953-8351

Military One Source: (800) 342-9647

JBLC-FS On-Call Chaplain: (757) 352-8926

National Suicide Hotline: (800) 273-8255

11. I charge each one of you to become personally involved in preventing suicide, and I expect all Soldiers to help ensure that people who need help get it quickly. I further challenge you to remove the stigma attached to seeking behavioral health services. Vigilance is key to early detection of suicide risk. As suicide prevention directly contributes to the well-being of our Soldiers and their families, this program has my complete support.

12. Point of contact for this memorandum is the NCOA Deputy Commandant, MSG Boyle, at 757-462-5680 or scott.t.boyle.mil@army.mil.

A handwritten signature in black ink, appearing to read 'D. Welch', with a long horizontal flourish extending to the right.

DANIEL P. Welch
CSM, USA
Commandant