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TAG POLICY LETTER 12-11

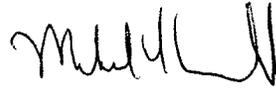
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NEW JERSEY POLICY TO ENCOURAGE HELP-SEEKING BEHAVIOR

SUBJECT: Encouraging Early Help-Seeking Behavior, and Preventing the Denigration of Soldiers, Airmen and Civilians Who Seek Physical, Emotional, Spiritual and Behavioral Health Care Services

1. The overall resiliency and well-being of our workforce and our ability to maintain combat readiness rests on the ability for Soldiers, Airmen and civilian employees to seek out and utilize the many services available to sustain and improve healthy functioning. Impairments in the physical, emotional, spiritual and behavioral realms have an impact not only the work environment, but families and communities as well.
2. All Soldiers, Airmen and civilians are encouraged to prevent issues from becoming unmanageable by making use of self-assessments, such as the Global Assessment Tool (GAT), and any preventative health care services available.
3. Seeking help is a sign of strength and it is every Soldier's, Airmen's and employee's duty to seek help. Due to the nature of some issues which require intervention, the person needing help is often not the first person to realize that there is a problem. Commanders, supervisors, first line leaders as well as colleagues and friends must have the commitment and courage to address issues as they arise.
4. Ensuring a culture where help-seeking behavior is not stigmatized is of the utmost importance in achieving the desired end state of maintaining a healthy, resilient workforce. Therefore, protecting patient confidentiality is of the utmost importance. Information will be shared only as regulations, policies and laws allow, and only to the extent which is absolutely necessary.
5. Denigration, disparagement or belittling of Soldiers, Airmen or civilians for seeking help **WILL NOT BE TOLERATED**, nor will gossip, or breaches of confidentiality.

6. Soldiers who engage in denigrating Soldiers, Airmen or civilians for seeking help will be subject to disciplinary actions. Concerns will be handled through the chain of command. It is the responsibility of leadership to prevent disparagement and / or denigration of individuals seeking support, and to promptly respond to incidents of denigration, while aiding and encouraging healthy actions and gestures of support.



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