From: Secretary of the Navy

Subj: DEPARTMENT OF THE NAVY CORE VALUES CHARTER AND ETHICS TRAINING

Ref: (a) DoD Directive 5500.07 of 29 November 2007
     (b) U.S. Navy Regulations 1990
     (c) SECNAVINST 5210.8 series

Encl: (1) DON Core Values Charter

1. Purpose. To reissue the Department of the Navy (DON) Core Values Charter, enclosure (1) and establish a regimen of ethics training for the DON total workforce with DON Core Values and statutory ethics requirements as its foundation.

2. Cancellation. SECNAVINST 5350.15C.

3. Applicability. This instruction applies to all DON active duty, reserve component, and civilian personnel.

4. Policy. The DON Core Values of Honor, Courage and Commitment are principles that we live by. They shape our standards and define our ethos. They are common among every Sailor, Marine, and DON civilian and serve as the cornerstone of our tradition of strong character and ethical behavior. It is essential that the use of core values as the framework for making ethical decisions be reinforced at every level of the career continuum for all DON personnel. The DON Core Values Charter outlines the principles embodied in our core values and promotes discussions and personal reflections on these shared values and their impact on how we work, how we fight, and how we live. Knowledge and observation of the statutory and regulatory Standards of Ethical Conduct, reference (a), are equally important in proper values-based ethical decision-making.
5. Responsibilities

a. The Chief of Naval Operations (CNO) and Commandant of the Marine Corps (CMC) are responsible for instilling DON Core Values and Ethics obligations into the total force and providing periodic learning opportunities throughout the careers of all our personnel. These opportunities will focus on the tenets and application of the DON Core Values and statutory and regulatory ethics obligations, and their role in attaining the highest standard of ethical behavior and exemplary conduct.

b. The CNO and CMC are responsible for designating an executive agent for character development in their respective services who will integrate the education and training of DON Core Values and Ethics throughout the professional military education continuum and civilian career education continuum. To the extent practicable, the executive agents shall standardize DON Core Values and Ethics training.

c. The DON Assistant for Administration is responsible for ensuring that all DON Secretariat personnel are integrated into the DON Core Values and Ethics training and education continuum.

6. Action. Navy Regulations, Article 1131, per reference (b), imposes a requirement for exemplary conduct. “All Commanding Officers and others in authority in the naval service are required to show in themselves a good example of virtue, honor, patriotism, and subordination; to be vigilant in inspecting the conduct of all persons who are placed under their command; to guard against and suppress all dissolute and immoral practices and to correct, according to the laws and regulations of the Navy, all persons who are guilty of them; and to take all necessary and proper measures, under the laws, regulations and customs of the naval service, to promote and safeguard the morale, the physical well-being and the general welfare of the officers and enlisted persons under their command or charge.” Although this language was written with military personnel in mind, the same underlying principles and obligations apply to all DON members, military and civilian. All commands shall prominently display the DON Core Values Charter in appropriate, high-traffic areas. Annually, Commanding Officers shall personally address all members of their command on DON Core Values and Ethics. Additionally, all leaders should address the
DON Core Values and Ethics as an integral part of the planning and execution of ashore and afloat missions and activities with special emphasis on applicability to each individual.

7. Records Management

   a. Records created as a result of this instruction, regardless of format or media, shall be managed per reference (c). The records disposition schedules from reference (c) can also be found on the Directives and Records Management Division (DRMD) portal page: https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/SitePages/Home.aspx

   b. For questions concerning the management of records related to this instruction or the records disposition schedules, please contact your local Records Manager or the DRMD program office.

The DON Core Values Charter shall be made available online for printing onto legal sized paper via the Navy website at www.navy.mil and the Marine Corps website at www.usmc.mil. Hard copies are available through the Naval Logistics Library (S/N 0516LD1085186). The General Counsel of the Navy shall maintain oversight of the DON Core Values content posted on the websites.

THOMAS B. MODLY
Under Secretary of the Navy

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Department of the Navy

CORE VALUES CHARTER

As in our past, we are dedicated to the Core Values of Honor, Courage, and Commitment to build the foundation of trust and leadership upon which our strength is based and victory is achieved. These principles on which the U.S. Navy and the U.S. Marine Corps were founded continue to guide us today. Every member of the naval service - active, reserve, and civilian, must understand and live by our Core Values. For more than two hundred years, members of the naval service have stood ready to protect our nation and our freedom. We are ready today to carry out any mission; deter conflict around the globe; and, if called upon to fight, be victorious. We will be faithful to our Core Values of Honor, Courage, and Commitment as our abiding duty and privilege.

~ HONOR ~

I am accountable for my professional and personal behavior. I will be mindful of the privilege I have to serve my fellow Americans.

I will:
- Abide by an uncompromising code of integrity, taking full responsibility for my actions and keeping my word.
- Conduct myself in the highest ethical manner in relationships with superiors, peers, and subordinates.
- Be honest and truthful in my dealings within and outside the Department of the Navy.
- Make honest recommendations to my superiors and peers and seek honest recommendations from junior personnel.
- Encourage new ideas and deliver bad news forthrightly.
- Fulfill my legal and ethical responsibilities in my public and personal life.

~ COURAGE ~

Courage is the value that gives me the moral and mental strength to do what is right, with confidence and resolution, even in the face of temptation or adversity.

I will:
- Have the courage to meet the demands of my profession and the mission entrusted to me.
- Make decisions and act in the best interest of the Department of the Navy and the nation, without regard to personal consequences.
- Overcome all challenges while adhering to the highest standards of personal conduct and decency.
- Be loyal to my nation by ensuring the resources entrusted to me are used in an honest, careful, and efficient way.

~ COMMITMENT ~

The day-to-day duty of every person in the Department of the Navy is to join together as a team to improve the quality of our work, our people, and ourselves.

I will:
- Foster respect up and down the chain of command.
- Care for the professional, personal, and spiritual well-being of my people.
- Treat all people with dignity and respect.
- Always strive for positive change and personal improvement.
- Exhibit the highest degree of moral character, professional excellence, integrity, and competence in all that I do.