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Family Connection is a publication of the Fleet and Family Support Program.

The Navy's Fleet and Family Support Program promotes the self-reliance and resilience of Sailors and their families. We provide information that can help you meet the unique challenges of the military lifestyle.

The appearance of external links in this newsletter does not constitute official endorsement on behalf of the U.S. Navy or Department of Defense.

If you have questions or comments, contact the Communications Program Specialist Timothy McGough at timothy.mcgough@navy.mil.

Visit us online at:



Domestic Violence Awareness: Nurture Healthy Relationships

*Submitted by Lolita Allen
 CNIC N9 Family Advocacy Program Analyst*

Whatever you tend to and nurture in life will grow and flourish. Whether that is your tomato garden, video-game skills or your friends and family, it is up to you. Relationships, like gardens, take some work and care to make sure they are a positive and healthy part of your life.



When things in life get challenging, stressors can build and conflicts can escalate, sometimes leading to abuse. To avoid the risk of abuse entering into any of your relationships, it is best to follow Benjamin Franklin's advice: "An ounce of prevention is worth a pound of cure." Preventing domestic abuse is basic relationship maintenance.

Couples with healthy relationships did not just hit the relationship lottery. Partners in healthy relationships work together every day, taking care to prevent major trouble and tending to issues when they occur.

What do healthy relationships look like? Relationships should be safe, respectful and positive.

Relationships should be safe

Feeling safe in a relationship, both physically and emotionally, is essential. Build a safe environment with your partner.

- **Commit to your relationship completely.** It takes two people working together to make a relationship work well.
- **Trust your partner.** Give each other the benefit of the doubt and accept your partner's word as true.
- **Be kind to one another.** When you talk to one another, watch your tone of voice and body



language. Always speak positively about your spouse to others.

- **Fight fair.** Use nonviolent conflict resolution. It is OK to feel angry and to share those feelings with your partner. Emotional and physical abuse is never OK. Listen to each other and really hear what your partner is feeling. Find common ground and work together for a solution you both find acceptable.

Relationships should be respectful

Respecting your partner is one of the fundamental ways to show love.

- **Respect each other's physical and emotional boundaries.** Your partner is an individual and has the right to decide how to be touched and how to feel. No one has the right to dismiss or disregard another person's boundaries and feelings.
- **Ask, do not expect.** Sometimes we take our partners for granted. Remember, your partner does not owe you servitude.
- **Be honest, do not manipulate.** Respect your partner enough to tell him or her how you feel. Learn to accept how your partner feels and reacts. (Story continued on page 2.)

"It is under the greatest adversity that there exists the greatest potential for doing good, both for oneself and others."

— The Dalai Lama

(Continued from page 1.)

- **Compromise and make joint decisions.** When big decisions arise in life, work through them and decide on them together. Considering each other's concerns, feelings and opinions will make the outcome better for you as a couple.
- **Hear your partner.** Listen to your partner with your full attention, even if you disagree with what he or she is saying. Everyone wants to feel that they have been heard and this is a great way to build understanding between the two of you.

Relationships should be positive

Put effort into your relationships. Make sure you are adding enjoyment to your partner's life and let your partner know what you need to be happy and fulfilled.

- **Support your partner.** Help each other toward life goals or dreams. Relationships grow stronger when teamwork toward a common goal is involved.
- **Encourage each other.** You are your partner's cheerleader.
- **Be a good example for your children.** Children learn about relationships by watching the people they know best. Set an example for your children by practicing healthy relationship skills with your spouse or partner.
- **Enjoy life together.** Continue to enjoy or rediscover the spark that brought you together. Find things to do together that bring out the fun in life.
- **Talk with your spouse** and decide to work together to create and maintain a healthy relationship.

Remember that you do not have to navigate this alone. The Family Advocacy Program (FAP) helps individuals, couples and families develop healthy relationship skills and address common relationship and parenting challenges during every stage of life. Contact the nearest Fleet and Family Service Center (FFSC) at www.ffsp.navy.mil, or learn more about healthy relationships at Military OneSource, www.militaryonesource.mil.

October is NDEAM, raising awareness to employ the disabled

*Submitted by Dede O'Rourke
CNIC Family Employment Readiness Group Specialist*

In 1988, October was declared National Disability Employment Awareness Month (NDEAM) by the United States Congress to raise awareness of the employment needs and the workforce contributions of individuals with all types of disabilities.

If you have a disability, your job search process is really no different than it is for a person without disabilities, but there are a few things you should consider:

- **Disclosing your disability.** Disclosure is a personal choice. If you decide to disclose, emphasize your abilities and describe how you will get the job done.
- **Do some extra homework.** Research the company, including demographics and disability accommodations, then match your abilities to the position and be prepared to discuss your disability in relationship to job performance. You should also develop a list of possible interview questions and practice your answers. If you choose to disclose, or your disability is visible, be prepared for additional questions. *(Story continued on page 3.)*



**Family On-Demand Courses
Get a New Home**

Military Families in Transition now lives at www.militaryfamiliesintransition.com

New Spouse Orientation is now www.newspouseorientation.com

Be sure to update your favorites.



Relocation Tip

With the right tools and information, you can make the move a smoother process for a child with an Individualized Education Plan

(IEP). Visit http://www.militaryonesource.mil/12038/EFMP/eLearning/MoveIEP_508/MoveIEP_508/menu.html.



New Spouse Orientation

New Spouse Orientation is offered as an on-demand course designed to support new Navy spouses. It provides information on benefits, support services, military culture and resources to help spouses adapt to the military lifestyle.

(Continued from page 2.)

- **Know the law and your rights.** Title I of the Americans with Disabilities Act (ADA):
 - Requires employers with 15 or more employees to provide qualified individuals with disabilities an equal opportunity to benefit from the full range of employment-related opportunities available to others.
 - Restricts questions that can be asked about an applicant's disability before a job offer is made.
 - Requires employers to make reasonable accommodation to the known physical or mental limitations of otherwise qualified individuals with disabilities, unless it results in undue hardship.

You can find more information about the ADA and disability rights at: <http://www.ada.gov/cguide.htm>.

Contact the Family Employment Readiness Program (FERP) at your [local Fleet and Family Support Center](#) (FFSC) for further information and assistance with your job search.

Navy MWR offers opportunities for NDAM

Submitted by Navy Morale, Welfare and Recreation



October is National Disability Awareness Month (NDAM). What a great time to recognize the plethora of options available for inclusive recreation with Morale, Welfare and Recreation (MWR). Inclusive recreation, also known as adaptive or accessible recreation, is a concept whereby people with disabilities are given the opportunity to participate in and have access to a multitude of recreational activities.

Through the use of activity modifications and assistive technology, athletes or participants in sports or other recreational pursuits are able to play alongside their non-disabled peers. It fosters community and brings patrons in the military community together. At various locations, stateside and overseas MWR Marinas and Community Recreation Programs strive to offer multiple opportunities including bowling, kayaking, scuba diving, hunting and sailing for inclusive recreation.

Additionally, MWR's parks and picnic locations have focused initiatives on offering Americans with Disabilities Act (ADA) accessible sites and locations for self-directed recreation opportunities. The connection between where and how our military members and their families recreate garners improved emotional, physical and psychological well-being. Our [MWR Community Recreation programs](#), such as Marinas, [Information Tickets and Tours \(ITI\)](#) and Outdoor Recreation can provide worldwide information and resources on local recreation opportunities and even camping sites through [Navy Getaways](#), and much more.

Take advantage of the information and resources available through your installation's MWR. Let MWR help you find More Ways to Recreate!

NDAM highlights EFMP

Submitted by Lisa Davis, CNIC N91 EFMP Liaison

October is National Disabilities Awareness Month, which provides the perfect opportunity to highlight the Navy's Exceptional Family Member Program (EFMP). The EFMP supports the quality of life of Navy families which include exceptional family members (EFMs) by ensuring that appropriate medical and educational resources are available at assigned geographical locations. This reduces strain on family members, strengthens resilience and improves mission readiness.



The EFMP was established by the Department of Defense (DOD) in 1987 and was limited to children with medical and/or educational needs who were attending, or eligible to attend, Department of Defense Dependent Schools (DoDDS).

The EFMP evolved over the years into a robust program that includes all EFMs living with the sponsor. Assignment coordination was expanded to consider the family's EFM needs during all permanent change of station (PCS) moves, and EFMP family support was enhanced to include non-medical case management, the development and maintenance of services plans and record-keeping and the reporting and monitoring of available resources and family needs.

When a Sailor is enrolled in the EFMP, detailers will consider the whole family when determining the Sailor's next assignment. Enrollment ensures the needs of the Navy, the service member's career, and the needs of the EFM are taken into account throughout the detailing and order-writing process.

For more information on the Navy's EFMP visit the website links below. You may also contact the EFMP Liaison at your [local Fleet and Family Support Center](#) (FFSC).

Navy Family Support: <http://ffsp.navy.mil>.

Navy Personnel Command: www.public.navy.mil/bupers-npc.

Military OneSource: <http://www.militaryonesource.mil/>.

Should your family member be enrolled in EFMP?

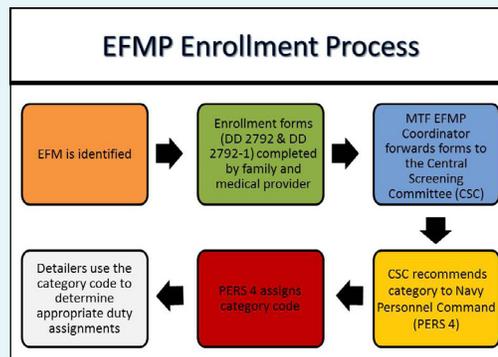
Submitted by Lisa Davis, CNIC N91 EFMP Liaison

Early identification of a Navy family member's potential Exceptional Family Member Program (EFMP) qualifying conditions and/or educational needs, followed by enrollment in the EFMP, are vital to the success of your exceptional family member's (EFM's) care/education plan, as well as the military sponsor's continued successful career path. To find out if someone in your family should be enrolled, take a moment to answer the following questions:

- Does a member of your family take medications regularly for any condition?
- Is a member of your family seen at ANY Specialty Care Clinic?
- Has a family member been evaluated or treated for asthma?
- Does a family member have a current or past mental health diagnosis?
- Do any school-aged family members receive educational services or have an Education Service Plan (ESP)?
- Do you have a family member who has been evaluated or receives treatment for Autism Spectrum Disorder (ASD) or other developmental delay?

If you answered yes to any of the above questions, your family member may have a qualifying condition that should be considered for enrollment in the EFMP.

See the EFMP Coordinator at your local Military Treatment Facility (MTF) or the EFMP Liaison at the Fleet and Family Support Center (FFSC) for further information and enrollment assistance.



Caring for Exceptional Family Members

The Exceptional Family Member Program (EFMP) is a quality-of-life measure established in 1987 to address Sailors who have family members with chronic medical or educational conditions that require special care. Enrollment is mandatory.

EFMP is an ongoing process requiring continuing attention and follow-up. Categories can change and family members may require different levels of care.

For more information on the program, visit http://www.navy.mil/ah_online/ffrStory.asp?issue=3&id=82558.

Updating your EFMP status is essential to ensure your family member gets the appropriate level of care and that your assignments will not impact that care. A list of EFMP Liaisons is available to assist family members at the EFMP FAQ site: <http://www.public.navy.mil/BUPERS-NPC/SUPPORT/EFM/Pages/FAQs.aspx>.

Hiring Our Heroes introduces *Virtual Job Scout*

Virtual Job Scout is a fresh take on the virtual career fair that gathers the resources and opportunities of a live event and puts hiring companies directly at your fingertips - at no cost to veterans, service members, spouses or employers. Developed by the U.S. Chamber of Commerce Foundation's Hiring Our Heroes program, the tool uses intuitive matching technology to connect businesses with top veteran, transitioning service member, and military spouse candidates no matter where they are - or where they are going.

To learn more, please visit www.virtualjobscout.org.

Home Depot

Home Depot has created a brand new community! The community, named *HomeTown*, has a specific group to help veterans during their career search by giving them a place to network and have live conversations with recruiters.

Within the *HomeTown* community, veterans can:

- Chat directly with recruiters.
- Learn from exclusive articles and free webinars.
- Network with other military members and veterans.

The Home Depot intends this free community to be your central hub to learn, grow and enhance your career. Veterans who take advantage of this free service will definitely have an advantage when it comes time to apply and interview for their next career.

You can join the *HomeTown* community at: www.homedepotcommunity.com.

H&R Block

H&R Block is offering veteran scholarships to take their income tax course to learn how to prepare taxes like a pro. (Story continued on page 5.)

(Continued from page 4.) Class times and locations are flexible to fit your current job, school and family schedules. Bilingual courses are available. Graduates of the class will receive an H&R Block certificate of completion and qualifying education hours, 2.25 hours of recognized credit with University of Phoenix. For class times and locations, visit www.hrblock.com/class or call 800-HRBLOCK (800-472-5625). The coupon Code for this year is 94b25d. Look on the back of this newsletter for H&R Block coupons.

Looking for work from home? Don't apply for this job!

Submitted by Fred Davis, CNIC Personal Financial Management Program Analyst



Don't bother applying to this fake shipping business that claims to be based in Wisconsin. It is a con, and your work may help scammers.

It starts when you receive an email offering you a job at a business called Send-it-Off, Pick and Send or a similar name. "Here are the application forms for you to fill and the job description to get more information about the position," the email reads. You read the information. Send-it-Off claims to be a shipping service based in Wisconsin, and it is hiring "agents" to package items and mail them overseas.

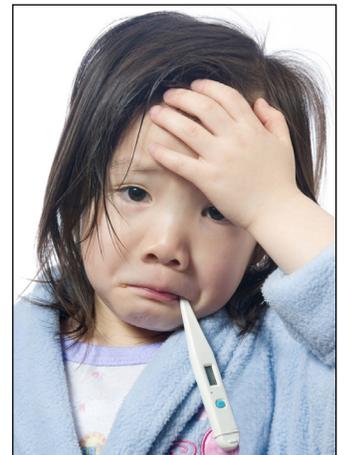
The company promises to reimburse "agents" for their expenses and pay a monthly stipend. It sounds like easy money, so you fill out the application form and send it back. To find out what happens next, and what your job really is, read the full article here: <http://www.bbb.org/blog/2014/07/looking-for-work-from-home-dont-apply-to-this-job/>.

For real job information, and tips to prevent you from getting scammed by work-at-home schemes, contact your [local Fleet and Family Support Center](#) (FFSC). For the location nearest you, log on to www.ffsp.navy.mil.

Protecting yourself from the Flu

Even though the peak of the 2014-2015 influenza season is still a few months away, it is important to start taking precautions to keep you and your family healthy. What can you do? Here are a few simple tips to follow.

- If this season's flu vaccine is available in your area, get it as soon as you are able. Consult your physician if you are not sure if the vaccine is right for you.
- Try to reduce the number of times you shake hands with others. This will help prevent the spread of germs.
- Wash your hands often with soap and warm water. You can also use alcohol-based hand cleaners.
- Avoid touching your eyes, nose or mouth and avoid contact with people who are ill.
- Cover your nose and mouth with a tissue or the crook of your arm when sneezing or coughing.
- Maintain a healthy diet, being sure to include fruits and vegetables.
- If you are sick with a flu-like illness, stay home for at least 24 hours after your fever is gone without the use of fever-reducing medicine.
- Find out what your command's or workplace's policy is for "calling in sick."



Being prepared for flu season will help you and your family stay healthy and safe. For more information on seasonal influenza please visit www.flu.gov or www.Ready.Navy.mil.

All 50 states join Interstate Compact

Courtesy of the Military OneSource eNewsletter



As of August 2014, all 50 states have passed legislation to become members of the Interstate Compact on Educational Opportunity for Military Children. This interstate agreement eases school transitions for children from military families. By joining the compact, states agree to follow common guidelines in handling issues such as class placement, records transfer, immunization requirements, course placement, graduation requirements, exit testing and extracurricular opportunities.

Military Academic Advancement Program

Courtesy of the Military OneSource eNewsletter



The Military Academic Advancement Program offers graduate programs in Family and Community Services,

Family Financial Planning and Youth Development. View the [MAAP fact sheet](#) for more information.

Employment and Transition Corner

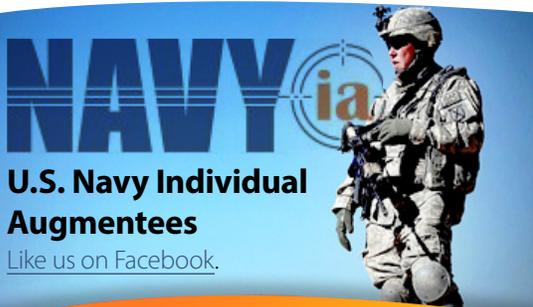
Capstone is the mandatory, final part of Transition Goals, Plans, Success (Transition GPS) and happens not later than 90 days prior to the service member's expected date of separation AND after they have completed pre-separation counseling, attended the five-day workshop, and any (or all) of the career track workshops. During Capstone, the transitioner's commanding officer (or designee) will check the service member's Individual Transition Plan (ITP) and DD Form 2958 (Individual Transition Plan Checklist) to verify they have met Career Readiness Standards (CRS) and have a workable transition plan.

If the commanding officer (or designee) believe that the service member has not met CRS and/or requires additional assistance to successfully transition to the civilian sector, they will arrange for a 'warm handover' connecting them with an appropriate DoD partner agency that can provide benefits, services and support.

The service member should bring the following documentation to Capstone:

- DD Form 2648 or DD Form 2648-1.
- Individual Transition Plan.
- Completed 12-month post-separation spending plan.
- Department of Labor American Job Centers Gold Card.
- Completed Gap Analysis Activity.
- Completed job application package or job offer letter.
- Career Interest Assessment form, such as the (O*NET Interest Profiler or Kuder Journey).
- Proof of VA eBenefits registration.

To find out more information, including when Capstone is offered next, contact the local Fleet and Family Support Center or go to the [FFSP Transition GPS](#) Webpage.



Returning Warrior Workshops (RWW)

Returning Warrior Workshop Schedule and IA Family Events — www.ia.navy.mil. Click "Resources" then "IA Services."

IA Discussion Group Schedule

[View the Fleet-wide list of classes, support groups and events.](#)

LearningCounts™ for SECO

Earn college credit for what you know!

Not all learning takes place in the classroom. The knowledge you acquire through life and work experience is extremely valuable, and may be worth college credit.

LearningCounts for the Department of Defense Spouse Education and Career Opportunities program or SECO is a new initiative to help military spouses earn college-credit for knowledge and expertise gained through life and work experience.

How does it work?

LearningCounts is an easy to use online service that helps you identify college-level learning gained from:

- Volunteer and community service
- Work experience
- Training programs
- Military service
- Independent study

LearningCounts online courses guide you in building an online Learning Portfolio that aligns your knowledge and expertise with college courses. Your Learning Portfolio is then evaluated for college credit.

Is LearningCounts™ right for me?

LearningCounts is a great opportunity if you:

- Are a strong writer or have taken a basic college-level writing course
- Have completed at least one other online course, or have good computer skills and will feel comfortable completing an online course
- Have several years of work, volunteer and/or other life experience in an area that aligns with college coursework – for example: communications, management, information technology, marketing, healthcare, or merchandising.

Why use LearningCounts™?

- **It saves time and money!** Why spend time and money taking a college course when you could build a Learning Portfolio to earn credit for what you know??
- **It's convenient and fits your busy schedule!** LearningCounts online courses can be taken any time and anywhere.



How can I get more information about LearningCounts™?

We're glad you want to know more about the LearningCounts for SECO program. Please contact a SECO career counselor at 800-342-9647.



An online innovation from



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FULL SCHOLARSHIPS FOR Military Spouses

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Use Coupon Code 94B25D when you enroll.

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OFFER GOOD THROUGH 01/31/15.

Enrollment restrictions apply. Full scholarship offer applies only to active duty, reserve component, retired, and wounded warrior military spouses. Discount must be used on initial purchase only. Not valid on subsequent payments. Scholarship offer not available where prohibited by state regulation, including in MD and TN. Enrollment in, or completion of, the H&R Block Income Tax Course is neither an offer nor a guarantee of employment. Additional qualifications may be required. Additional training may be required in MD and other states. Void if sold, purchased or transferred and where prohibited. Must be presented prior to registering for the class and may not be combined with any other offer or discount. Valid at participating locations only. Offer good through 01/31/15. OBTP# B13696 ©2014 HRB Tax Group, Inc.

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FULL SCHOLARSHIPS FOR Wounded Warriors

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Use Coupon Code 94B25D when you enroll.

**H&R
BLOCK**

OFFER GOOD THROUGH 01/31/15.

Enrollment restrictions apply. Full scholarship offer applies only to Wounded Warriors. Discount must be used on initial purchase only. Not valid on subsequent payments. Scholarship offer not available where prohibited by state regulation, including in MD and TN. Enrollment in, or completion of, the H&R Block Income Tax Course is neither an offer nor a guarantee of employment. Additional qualifications may be required. Additional training may be required in MD and other states. Void if sold, purchased or transferred and where prohibited. Must be presented prior to registering for the class and may not be combined with any other offer or discount. Valid at participating locations only. Offer good through 01/31/15. OBTP# B13696 ©2014 HRB Tax Group, Inc.