



# Department of Defense INSTRUCTION

NUMBER O-3002.05

April 12, 2016

USD(P)

SUBJECT: Personnel Recovery (PR) Education and Training

References: See Enclosure 1

1. PURPOSE. Pursuant to Executive Order 10631, National Security Presidential Policy Directive-30, and DoD Directive (DoDD) 3002.01 (References (a), (b), and (c)) and in accordance with the authority in DoDDs 1322.18, and 5111.1 and the November 30, 2006, Deputy Secretary of Defense Memorandum (References (d), (e), and (f)), this instruction:

a. Establishes policy, assigns responsibilities, and prescribes procedures for PR education and training of commanders and staffs; recovery forces; and survival, evasion, resistance, and escape (SERE) education and training for individuals.

b. Incorporates and cancels DoDD 1300.7, DoD Instruction (DoDI) 1300.21, and DoDI 1300.23 (References (g), (h), and (i)).

2. APPLICABILITY. This instruction:

a. Applies to OSD, the Military Departments and Services, the Office of the Chairman of the Joint Chiefs of Staff (CJCS) and the Joint Staff, the Combatant Commands (CCMDs), the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities within the DoD (referred to collectively in this instruction as the "DoD Components").

b. Does not apply to education and training for the handling of enemy prisoners of war or foreign detainees, nor does it authorize or qualify DoD personnel to interrogate or exploit adversarial targets.

3. POLICY. It is DoD policy that:

a. PR education and training is a foundational objective in the professional development of senior Defense officials; directors and unit DoD Component or joint task force commanders (referred to as commanders in this instruction); staffs; forces; and other DoD personnel (which,

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for purposes of this instruction, includes military personnel, DoD civilians, and contractors authorized to accompany the force (CAAF)) as established in this instruction.

(1) PR education and training will be certified to standards by either the mission commander or the commander responsible for the pre-deployment training in accordance with Reference (d).

(2) Management of PR education and training requires standardizing training requirements and periodically reviewing training frequency in accordance with DoDI 1322.31 (Reference (j)).

b. Commanders, staffs, and forces will receive appropriate PR education and training, enabling them to conduct PR with joint, multinational, and interagency partners. This PR education and training will include:

(1) The preparation, planning, execution, and adaptation functions of PR across the range of military operations.

(2) Rehearsing and exercising the five PR execution tasks: report, locate, support, recover, and reintegrate.

c. Before deployment for a temporary or permanent duty assignment outside the United States or Puerto Rico, all DoD personnel will receive SERE education and training commensurate with their risk of isolation and exploitation value as prescribed in Enclosures 3 and 4.

(1) This will include, at a minimum, Level A SERE education and training. DoD personnel who have been determined by their commander, based on their mission, to be at high risk of isolation and exploitation will also receive Level C SERE education and training to ensure they are capable of countering enhanced adversary exploitation efforts.

(2) Only qualified SERE instructors will use approved pressures to enhance student learning, help students recognize when they are using inappropriate coping strategies, and provide the graduated degrees of exposure necessary for developing effective stress inoculation and coping strategies for a broad range of captivity environments.

d. Completing SERE education and training does not authorize or qualify any individual to use SERE training methods or pressures on foreign captives or detainees held by U.S. Government, coalition, or allied personnel. DoDD 2310.01E (Reference (k)) provides DoD guidance regarding foreign captives and detainees.

e. DoD anti-terrorism and force protection (AT/FP) education and training complement the DoD PR education and training construct. Understanding threats and force protection measures reduces an individual's risk of isolation. AT/FP education and training, coupled with PR education and training, reduce the risk of isolation and increase the possibility of safe return following isolation.

4. RESPONSIBILITIES. See Enclosure 2.

5. PROCEDURES

a. Procedures for PR education and training of commanders and staffs, recovery forces, and SERE education and training for DoD personnel who may become isolated are in Enclosure 3.

b. Instructional guidance for incorporating Code of Conduct (CoC) training into SERE education and training for military personnel is in Enclosure 4.

c. Instructional guidance for SERE education and training for deploying DoD civilians and CAAF personnel is in Enclosure 5.

6. RELEASABILITY. **Not cleared for public release.** This instruction is available to users with Common Access Card authorization on the DoD Issuances Website at <http://www.dtic.mil/whs/directives>.

7. EFFECTIVE DATE. This instruction is effective April 12, 2016.



Christine Wormuth  
Under Secretary of Defense for Policy

Enclosures

1. References
2. Responsibilities
3. Procedures for PR Education and Training
4. CoC Training for U.S. Military Personnel
5. SERE Education and Training Supporting the Principles of Behavior for DoD Civilian Personnel

Glossary

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ENCLOSURE 1

REFERENCES

- (a) Executive Order 10631, “Code of Conduct for Members of the Armed Forces of the United States,” August 17, 1955, as amended
- (b) National Security Presidential Policy Directive 30 , “United States Nationals Taken Hostage Abroad and Personnel Recovery Efforts,” June 24, 2015
- (c) DoD Directive 3002.01, “Personnel Recovery in the Department of Defense,” April 16, 2009, as amended
- (d) DoD Directive 1322.18, “Military Training,” January 13, 2009
- (e) DoD Directive 5111.1, “Under Secretary of Defense for Policy (USD(P)),” December 8, 1999
- (f) Deputy Secretary of Defense Memorandum, “Delegations of Authority,” November 30, 2006
- (g) DoD Directive 1300.7, “Training and Education to Support the Code of Conduct (CoC),” December 8, 2000 (hereby cancelled)
- (h) DoD Instruction 1300.21, “Code of Conduct (CoC) Training and Education,” January 8, 2001 (hereby cancelled)
- (i) DoD Instruction 1300.23, “Isolated Personnel Training for DoD Civilians and Contractors,” August 20, 2003 (hereby cancelled)
- (j) DoD Instruction 1322.31, “Common Military Training (CMT),” February 26, 2015
- (k) DoD Directive 2310.01E, “DoD Detainee Program,” August 19, 2014
- (l) DoD Directive 5110.10, “Defense Prisoner of War/Missing Personnel Office (DPMO),” September 21, 2005
- (m) Joint Personnel Recovery Agency, “Guidance for Department of Defense (DoD) Survival, Evasion, Resistance, and Escape (SERE) Education and Training in Support of the Articles of the Military Code of Conduct,” February 11, 2014<sup>1</sup>
- (n) “Geneva Convention (III) Relative to the Treatment of Prisoners of War,” August 12, 1949
- (o) “Report of the Defense Review Committee for the Code of Conduct,” September 10, 1976
- (p) Chapter 47 of Title 10, United States Code (also known as “The Uniform Code of Military Justice (UCMJ)”) )
- (q) Joint Personnel Recovery Agency, “Guidance on Joint Standards for Survival, Evasion, Resistance and Escape (SERE) Training Role Play Activities In Support of the Code of Conduct (CoC),” December 1, 2010<sup>1</sup>
- (r) Joint Personnel Recovery Agency, “Guidance on Joint Standards for Survival, Evasion, Resistance and Escape (SERE) Training In Support of the Code of Conduct (CoC),” November 5, 2010<sup>1</sup>
- (s) Personnel Recovery Security Classification Guide, June 15, 2011
- (t) “Geneva Convention (I) for the Amelioration of the Condition of the Wounded in Armies in the Field,” August 12, 1949

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<sup>1</sup> References (m), (q), and (r) may be found on the JPRA Public Portal (SIPRNET):  
<https://public.jptra.smil.mil/Guidance/Forms/AllItems.asp>.

ENCLOSURE 2

RESPONSIBILITIES

1. DIRECTOR, DEFENSE POW/MIA ACCOUNTING AGENCY (DPAA). Under the authority, direction, and control of the Under Secretary of Defense for Policy and pursuant to References (c) and (d) and DoDD 5110.10 (Reference (l)), the Director, DPAA:

a. Oversees DoD PR education and training programs to ensure they are consistent with References (a), (b), (c), (d), (k) and “Guidance for DoD SERE Education and Training in Support of the Articles of the Military Code of Conduct” (CoC) (Reference (m)), the Geneva Convention (Article III) (Reference (n)), the Report of the Defense Review Committee for the Code of Conduct (CoC) (Reference (o)), Chapter 47 of Title 10, United States Code (also known and referred to in this instruction as the “Uniform Code of Military Justice (UCMJ)” (Reference (p))), and this instruction.

b. Reviews all DoD Components’ implementing publications regarding PR education and training to ensure they comply with this instruction.

c. Coordinates with the Office of the General Counsel of the Department of Defense, as appropriate, to ensure DoD PR education and training programs comply with U.S. and international law, including the law of armed conflict, and are consistent with the CoC.

d. Oversees the use of physical and psychological pressures applied during resistance training and high-risk role-play to ensure compliance with applicable laws, regulations, and DoD policy, including “Guidance on Joint Standards for Survival, Evasion, Resistance and Escape (SERE) Training Role Play Activities in Support of the Code of Conduct (CoC)” and the “Guidance on Joint Standards for Survival, Evasion, Resistance and Escape (SERE) Training in Support of the Code of Conduct (CoC)” (References (q) and (r)).

e. Develops DoD policy for PR education and training and defines DoD responsibilities for preparing forces to conduct PR in all operating environments, pursuant to References (c) and (d).

f. Represents the DoD at interagency PR education and training working groups, PR exercise planning meetings, and after-action reviews of PR exercises and PR operations and missions to ensure that lessons learned are captured. Coordinates with U.S. Government departments and agencies regarding interagency participation in DoD and Military Department PR exercises.

g. Reviews the Joint Personnel Recovery Agency’s (JPRA) compliance with this instruction every 3 years.

2. SECRETARIES OF THE MILITARY DEPARTMENTS AND THE COMMANDER, UNITED STATES SPECIAL OPERATIONS COMMAND (USSOCOM). The Secretaries of the Military Departments and the Commander, USSOCOM:

a. Develop PR education and training curriculums in accordance with joint and Service guidance and doctrine.

b. Ensure such PR education and training complies with References (c), (d), (k), and (n), this instruction, the PR Security Classification Guide Reference (s), joint doctrine, and other applicable joint issuances.

c. In accordance with joint and Service guidance, this instruction, and References (c) and (d), conduct initial, continuing, and pre-deployment PR education and training for assigned DoD personnel, as follows:

(1) Provide Level A SERE education and training to CCMD-designated DoD personnel before deployment or assignment outside the United States and Puerto Rico, as described in Enclosure 3 of this instruction.

(2) Develop and provide Level B SERE education and training to Military Department-designated DoD personnel in support of employment or requirements determined by a specific Military Department, as described in Enclosure 3 of this instruction.

(3) Provide Level C SERE education and training to DoD personnel designated by the CCMDs or Military Departments, as described in Enclosure 3 of this instruction. Coordinate with the CCMDs to identify at-risk personnel whose missions or positions require Level C SERE education and training.

(4) Provide all deploying DoD personnel with theater-specific SERE education and training in accordance with CCMD guidance.

(5) Conduct command and staff PR education and training in cooperation with the JPRA, as described in Enclosure 3 of this instruction.

(6) Track each individual's level of PR education and training, as specified in Enclosure 3 of this instruction, and report his or her capability to the CCMDs, JPRA, and the Director, DPAA, upon request.

d. Ensure SERE education and training cadre are qualified to convey the knowledge and skills prescribed in Enclosures 4 and 5 of this instruction and References (m), (q), and (r) adequately and safely.

e. Ensure:

(1) Each of the Military Departments and USSOCOM issue appropriate regulatory guidance prohibiting experience-based SERE resistance training and high-risk role-play activities (including experience-based post-capture training) outside of DoD-established and Military Department-approved SERE education and training programs and curriculums in accordance with joint guidance in References (q) and (r).

(2) Procedures are in place to make certain SERE education and training cadres collectively and individually monitor experience-based and high-risk role-play training to ensure compliance with established training, psychological, and medical standards. High-risk role-play activities will only be conducted with the following personnel present or on call: qualified SERE out-of-role supervisors, qualified SERE instructors, a DoD SERE psychologist, and medical personnel in accordance with joint guidance in References (q) and (r).

f. Submit to the CJCS all changes to authorized standards regarding physical and psychological pressures used in SERE resistance training for approval in accordance with joint guidance in References (q) and (r).

g. Identify joint and Service command and staff positions requiring joint or Service PR training. Joint and Service command and staff positions requiring PR skills will be filled with personnel possessing the requisite joint or Service PR training.

h. Coordinate with the Joint Staff and the Director, JPRA, to adjust the scope, standards, and quotas for PR education and training in response to capability shortfalls identified by the CCMDs.

3. CJCS. The CJCS:

a. Coordinates with the Secretaries of the Military Departments for validating CCMD PR education and training requirements.

b. In coordination with the Secretaries of the Military Departments, prioritizes resources to ensure PR education and training production requirements are accomplished; CCMD-required PR capabilities are provided; and CCMD-identified shortfalls are resolved, in accordance with guidance from the Secretary of Defense.

c. Notifies the Director, DPAA, of approved changes to PR training scope and standards, including physical and psychological pressures used in SERE resistance training.

4. COMBATANT COMMANDERS. The Combatant Commanders, in coordination with the Chairman of the Joint Chiefs of Staff and Secretaries of the Military Departments, identify minimum personnel recovery training and education standards for theater entry. The Combatant Commanders:

a. Designate specific PR capabilities commanders, staff, recovery forces, and individuals operating in the command's area of operation must have prior to their deployment to the theater. CCMDs may publish an exception for U.S. territories within their area of responsibility, in accordance with Reference (c).



b. In conjunction with the Military Departments and Joint Staff, determine SERE capabilities required for individuals based on their level of risk of isolation and exploitation for the purpose of Service SERE education and training programs.

c. Require all Command personnel to receive the appropriate level of SERE education and training.

d. Determine SERE continuation training requirements.

e. Determine joint PR education requirements.

5. DIRECTOR, JPRA. As the head of a CJCS Controlled Activity and the DoD PR Office of Primary Responsibility, under the direction of the CJCS and as overseen by the Director, Joint Force Development, the Director, JPRA, in accordance with References (c) and (d):

a. Monitors PR education, training, and support to the DoD Components, other government departments and agencies, and international partners.

(1) Reviews training and development of guidance with Military Departments, CCMDs, other government department and agencies, and international partners to ensure all PR education and training maintains the appropriate joint focus on enduring concepts and principles, while adapting to current and emerging requirements.

(2) On request, assists the Military Departments and USSOCOM develop PR education and training to meet joint training standards described in References (q) and (r). The Director, JPRA, may, when properly authorized and pursuant to appropriate laws, regulations, and policies, assist other government department and agencies and coalition partners to develop PR programs, when requested in accordance with References (b), (c), and (d).

(3) Monitors CCMD and Military Department-required command and staff PR education and training.

(4) Supports joint and combined exercises, planning processes, and joint training systems to ensure integration of appropriate PR requirements and objectives.

(5) In coordination with the Military Departments and CCMDs, develops and distributes joint materials to support PR education and training throughout DoD.

b. Establishes, in coordination with the Military Departments and USSOCOM, joint guidance, standards, and procedures for PR education and training, including the DoD SERE Psychology Program in accordance with References (c) and (d). To this end, the Director, JPRA:

(1) Develops and coordinates joint standards for:

(a) Command and staff PR education and training by duty position or functional area.

(b) SERE education and training by levels of training and joint SERE capabilities.

(c) Required baseline education and training of SERE instructors conducting resistance training.

(2) Ensures doctrinal materials and guidance allow sufficient interpretation and implementation flexibility to meet unique Military Department and USSOCOM PR education and training needs.

(3) Assesses all physical and psychological pressures intended for inclusion in resistance training; makes recommendations to the Director, DPAA, regarding approved pressures and appropriate guidance; and distributes Director, DPAA, guidance regarding approved pressures to the Military Departments and USSOCOM.

c. Assesses and evaluates whether SERE education and training programs are adequate, appropriately uniform, and consistent with DoD policy and guidance, joint doctrine, and joint education and training standards. To this end, the Director, JPRA:

(1) Conducts initial and recurring evaluations of Specialized SERE education and training programs using References (m) and (q), and the applicable training standards for the Specialized SERE education and training program. Assessments of Specialized DoD SERE education and training programs will ensure adequacy and compliance with applicable DoD policy and guidance publications. At a minimum, assesses Level B and Level C (experiential) DoD SERE education and training programs every 3 years to ensure adequacy and compliance with DoD PR policy and guidance, joint doctrine, this instruction, joint education and training standards, and References (k), (m), (n), (p), and (q). Provides reports regarding these assessments and recommended changes to the appropriate Military Department(s) and the Joint Staff.

(2) Upon request, conducts staff assistance visits for DoD Level B and Level C SERE education and training programs to monitor and assist SERE education and training efforts.

(3) Ensures all Level B and Level C SERE education and training programs that include experiential training elements develop and implement operational risk management plans. SERE education and training programs entailing high-risk role-play activities must have qualified SERE instructors, a DoD SERE psychologist, and medical personnel present, or on call to monitor the training and ensure compliance with established training, psychological, and medical standards in accordance with References (q) and (r).

(4) Provides operational oversight on the use of physical and psychological pressures as a component of SERE education and training to ensure compliance with DoD policy in accordance with References (q) and (r).

(5) Monitors non-experiential DoD SERE education and training programs.

(6) Upon request, monitors interagency and multinational partner SERE education and training programs to help ensure interoperability and cooperation between these partners and DoD.

(7) Provides copies of all completed SERE education and training program assessment reports to the Director, DPAA.

d. Analyzes, develops, conducts, and assesses joint command and staff PR education and training to meet requirements of the CCMDs and Military Departments. Tracks PR training completion and capability and ensures individual status is readily reportable to the CCMDs, Military Departments, the Joint Staff, and the Director, DPAA.

e. Conducts specialized SERE education and training to meet requirements of the DoD Components. Tracks training completion and capability and ensures individual status is readily reportable to the CCMDs, Military Departments, the Joint Staff, and the Director, DPAA.

f. In coordination with the Military Departments and CCMDs, analyzes, prioritizes, and supports development and execution of Joint Staff, CCMD, joint task force, and Service-level exercises to support PR training objectives and high-interest training items.

(1) Ensures PR requirements are fully integrated into appropriate exercises.

(2) Upon request, helps the Military Departments and Joint Staff develop, manage, plan, and assess PR exercises, including scenarios and exercises for joint force commanders and staffs.

g. Provides, when requested, joint baseline education and training to DoD SERE instructors and interagency providers.

h. Conducts, in coordination with customer organizations, periodic reviews of JPRA-provided PR education and training to ensure compliance with CCMD and Military Department requirements.

i. Informs the Director, DPAA, of all significant initiatives and accomplishments concerning PR education and training as well as any challenges or shortfalls and provides recommended courses of action to address problem areas.

j. Conducts an analysis every 4 years of overall joint PR education and training programs for appropriate scope, standardization, and continuity in coordination with the Military Departments and USSOCOM.

ENCLOSURE 3

PROCEDURES FOR PR EDUCATION AND TRAINING

1. COMMAND AND STAFF EDUCATION AND TRAINING. Commanders and staffs require appropriate PR education and training to conduct and support PR missions. The depth and breadth of required PR education and training depend on the unit's mission and the extent of the commander's and staff's potential command and control responsibilities in PR preparation, planning, execution, and adaptation.

a. Commanders and staffs must receive PR education and training, including in-residence, mobile, exercise, and distributed delivery training, appropriate for their duties and their unit's missions. Education and training providers, recipients, and other stakeholders should cooperatively determine the level of PR education and training needed and make recommendations regarding requirements and solutions. DoD PR is inherently joint, and providers of PR education and training must adhere to applicable PR standards established by joint commands.

b. All commanders and staffs require familiarity with the DoD PR system, including structures, functions, and capabilities. This familiarity includes a clear understanding of staff roles in preparing, planning, and executing PR missions at the staff's operating level, as well as of the requirements and methods of adaptation based on lessons learned. DoD personnel operate in permissive and uncertain operational environments where there may be no effective host nation government, as well as in environments where the local government may be in conflict with the United States. DoD personnel also operate in foreign nations with a fully functioning sovereign government and a U.S. chief of mission in place who has the lead for U.S. activities in that country. Accordingly, PR education and training must prepare commanders and staffs for these and a variety of other situations and contingencies.

c. The appropriate level of PR education and training will depend on the missions that a particular commander and staff will likely undertake, and the environment in which operations will be conducted. Accordingly, PR education and training should be tailored to ensure commanders and staffs are able to synthesize PR options properly and efficiently, make sound decisions, and operate effectively in existing and predicted environments, given the nature of their current and planned operations.

2. RECOVERY FORCE EDUCATION AND TRAINING

a. Military Departments and USSOCOM will educate and train dedicated PR and PR-capable recovery forces to support CCMD requirements and operational plans. Commanders and staffs for recovery forces will use realistic PR mission scenarios leveraging organic, dedicated, or PR-capable assets in operational planning and rehearsals to execute the five PR tasks (report, locate, support, recover, and reintegrate).

b. Scenarios used for recovery force training should encompass the full spectrum of conflict and all phases of operations. Exercise rehearsals should include recovery scenarios during DoD combat operations, as well as chief of mission environments with host nation sovereignty and multi-national situations. In addition, effective recovery force training and exercises should encourage commanders and staffs to identify and leverage the appropriate elements of national power in planning and conducting personnel recovery missions.

### 3. GUIDANCE FOR INDIVIDUAL SERE EDUCATION AND TRAINING

a. SERE education and training on the CoC articles and the corresponding principles of behavior for deploying DoD civilian and CAAF personnel:

(1) Fosters the high degree of motivation and dedication necessary for DoD personnel to survive and return from isolation with honor.

(2) Promotes compliance with the laws of armed conflict and reminds DoD personnel of the highest values national service embodies.

(3) Helps to protect national security by providing a vital capability to resist adversary exploitation efforts, regardless of the character of the conflict or the nature of the isolation.

b. DoD SERE education and training includes consideration of the most difficult captivity environments, (e.g., situations where a captor does not observe the requirements of international humanitarian law such as Reference (n)). Resistance training and the use of physical and psychological pressures are the most technically challenging aspects of SERE education and training programs. See References (m), (q), and (r) for joint guidance.

c. DoD AT/FP education and training complements the DoD SERE education and training construct. An understanding of threats and force protection measures reduces the probability of isolation. DoD AT/FP education and training coupled with SERE education and training may increase the probability of isolation avoidance or safe return following isolation.

d. The Military Departments will ensure:

(1) SERE education and training programs are developed and maintained based on joint- and Military Department-specific requirements.

(2) SERE instruction encompasses the full range of military operations and the spectrum of potential hostile exploitation scenarios.

(3) SERE education and training programs are sufficiently realistic and stressful to prepare individuals adequately for isolation and help mitigate abuse of DoD personnel during adversary exploitation, while complying with pertinent regulations and policy regarding the use of physical pressures in SERE training.

(4) SERE programs, materials, and instructional information are consistent across DoD, enabling individuals to share a common understanding of the meaning and interpretation of the CoC for military personnel in Enclosure 4, and the corresponding principles of behavior for DoD civilians and CAAF in Enclosure 5.

(5) SERE instructional materials related to the CoC and the corresponding principles of behavior for DoD civilian personnel fosters the motivation, confidence, and *esprit de corps* necessary for DoD personnel to resist adversary exploitation efforts without detriment to themselves, their fellow captives, or their country. All SERE instruction encourages this positive attitude. SERE education and training will not use examples, statements, writings, or materials that undermine the confidence and spirit of DoD personnel, such as those of a defeatist nature, except when directed toward positive learning outcomes.

(6) SERE education and training for DoD personnel will make it clear that neither isolation nor captivity or detention situations alleviates the inherent responsibilities of rank, leadership, professionalism, discipline, teamwork, devotion to fellow captives, and the duty to resist the enemy.

#### 4. SERE EDUCATION AND TRAINING LEVELS

##### a. Level A SERE Education and Training

(1) Level A SERE education and training provides DoD personnel the minimum level of SERE knowledge and skills necessary to meet theater entry requirements. Level A training imparts an understanding of the six articles of the CoC and the corresponding principles of behavior for DoD civilian personnel, their application and implications, and a basic understanding of the DoD PR system and capabilities. After completing Level A SERE education and training, DoD personnel will have a basic knowledge of: preparing for isolation, signaling, evasion and recovery procedures, and the ability to gain and maintain a level of situational awareness that fosters behavioral adaptation during isolation.

(2) Military Departments develop Level A SERE education and training to achieve JPRA-established joint standards described in References (m) and (r), which are based on this instruction, CCMD requirements, and assessment of risk. All DoD personnel must complete Level A SERE education and training before a duty assignment, permanent or temporary, outside the United States and Puerto Rico, unless exempted by the CCMD concerned.

##### b. Level B SERE Education and Training

(1) Level B education and training programs are developed by the Military Departments to address specific education and training or education gaps. Level B education training allows each Military Department to tailor its PR or SERE training based upon many factors, such as level of experience of each individual, the geographic region where forces may be deployed, specific threats, and current or forecasted capabilities of deploying forces.

(2) Military Departments and USSOCOM develop Level B SERE education and training to emphasize one or more SERE capability areas: planning and preparation for isolation, survival, evasion, resistance, captivity resolution, or support to recovery. Level B may include experiential SERE education and training.

c. Level C SERE Education and Training

(1) Level C SERE education and training consists of experiential education and training. DoD personnel whose duties, specialties, missions, or assignments expose them to a high risk of isolation or significantly increased threat of exploitation if captured must receive Level C SERE education and training before duty assignments, permanent or temporary, outside the United States in accordance with References (k), (q), and (r).

(2) Level C SERE courses will include a field evasion training exercise and a resistance training laboratory, as well as other types of experiential training in accordance with References (q) and (r).

(3) The categories of personnel that will receive Level C SERE education and training are:

(a) Select at-risk aircrews.

(b) Special operations forces (e.g., Navy Special Warfare units, Army Special Operations Command units, Marines Special Operations Command, Air Force Special Tactics units, Critical Skills Operators/Special Operations Combat Support, and psychological operations units).

(c) Members of general purpose forces routinely conducting missions in austere and remote environments with limited support, as directed by the commander (e.g., Marine Corps Reconnaissance units and Guardian Angel units.).

(d) Personnel requiring specialized SERE education and training in accordance with subparagraph 4.d. of this enclosure should accomplish Level C SERE education and training. In order to determine specialized SERE education and training prerequisite requirements, contact the training provider.

(e) Additional military personnel who require Level C SERE training (i.e., DoD civilian employees, CAAF, and other personnel whose jobs, specialties, or assignments expose them to a high risk of isolation or significantly increased threat of exploitation if captured), as identified and designated by the Military Departments in coordination with the CCMDs.

(4) Military Departments and USSOCOM develop Level C SERE education and training to achieve JPRA-established joint standards based on CCMD-required capabilities and assessment of risk.

(5) Level C SERE education and training focuses on intensive experiential training in the understanding and application of the CoC articles for military personnel and the appropriate principles of behavior for developing DoD civilians and CAAF and the knowledge and skills to survive, evade, resist, and escape in a dynamic environment representative of the threats posed across the spectrum of potential isolation situations.

(6) Resident Level C SERE education and training will only be provided once to DoD personnel during the individual's lifetime.

d. Specialized SERE Education and Training

(1) Specialized SERE education and training provides unique knowledge and skills to select DoD personnel whose missions, positions, or operating environments make their risk of isolation and exploitation highly valuable to an adversary or creates a greater risk for their capture or detainment. These courses are highly specialized and tailored to specific requirements and circumstances. Specialized SERE education and training supplements, but does not substitute for, Level A, B, or C SERE education and training.

(2) JPRA develops and periodically reviews specialized SERE education and training curriculums to ensure they meet CCMD and Military Department requirements.

e. Currency Requirements for SERE Refresher Training. Level A SERE education and training must be completed or refreshed within 36 months before the individual's theater entry date. Military Departments will establish continuing educational programs to ensure SERE Level B- and Level C-trained personnel are continually apprised of the most recent SERE tactics, techniques, and procedures, as well as remain confident and able to resist captor exploitation regardless of the circumstances. Refresher requirements for Level B and Level C SERE education and training, if any, will be determined by the geographic CCMD concerned, Military Departments, and USSOCOM.

f. Interagency or International SERE Education and Training Courses. DoD encourages sharing SERE concepts and training methodology, within appropriate classification limits, pursuant to education and training exchanges with interagency or international partners. The DPAA and JPRA must review any agreements or arrangements involving SERE, instructor or student exchanges, or the release of SERE information to interagency or international partners for compliance with DoD policy, operational guidance, and References (q), (r), and (s). Exchanges involving DoD in the conduct of, or participation in, interagency or partner nation SERE resistance training should be closely scrutinized due to differing interagency and partner nation policies regarding conduct after capture. In all cases, U.S. military personnel have the moral obligation to adhere to the U.S. CoC, which is the basis of all DoD SERE training.

(1) Neither interagency nor international partner SERE resistance training fulfills the requirement for explanation of DoD SERE education and training.

(2) Limited sharing of SERE education and training with interagency partners or international training venues does not preclude qualified DoD SERE instructors from conducting



professional development visits to interagency or international courses, nor does it preclude exchange tours of duty with international partners.

ENCLOSURE 4

CoC TRAINING FOR U.S. MILITARY PERSONNEL

1. THE ROLE OF THE CoC IN SERE

a. The CoC, established by Reference (a), outlines basic responsibilities and obligations of military personnel when isolated or held against their will. DoD expects military personnel to adhere to the standards the CoC establishes for isolated personnel. Although initially designed for evasion and prisoner of war (POW) situations, the spirit and intent of the CoC apply to military personnel subjected to isolation across the range of military operations and through any scenario in the spectrum of captivity possibilities. Military personnel will consistently conduct themselves in a manner that avoids discrediting themselves and the United States.

b. The CoC broadly addresses those situations isolated personnel could encounter and decisions they could have to make. It includes basic information useful to isolated personnel in their efforts to survive honorably, while resisting their captor's exploitation efforts. Knowing the articles of the CoC and understanding what they mean can greatly assist isolated personnel to survive, resist, and return with honor.

(1) Isolation represents a wide spectrum of situations, many of which do not fully match the three historically defined captivity environments: wartime (POW), peacetime governmental (detainee), and non-governmental (hostage). Moreover, various international laws, customs, and agreements apply to captive behavior as a POW and detainee. Sections 2 and 3 of this enclosure describe the moral obligations of isolated U.S. military personnel across the range of military operations and spectrum of captivity possibilities, as well as the specific behaviors required of a POW, detainee, and hostage.

(2) Military personnel should use situational awareness skills to select the behaviors most appropriate to their isolating circumstances. SERE education and training will focus on developing situational awareness skills and the application of knowledge and skills across the range of military operations and spectrum of captivity.

c. Special guidance for medical personnel and chaplains is addressed in section 3 of this enclosure.

d. To facilitate SERE education and training, Section 2 of this enclosure provides guidance for each article of the CoC in the following format:

(1) Statement of the article of the CoC.

(2) Explanatory material on the article.

2. CoC GUIDANCE. One of the most important provisions in the CoC is to remind military personnel that they are responsible for their actions, whether they are free or captured.

a. Article I. **“I am an American, fighting in the forces which guard my country and our way of life. I am prepared to give my life in their defense.”** Article I articulates the emotional connection between military personnel and the concepts of national pride, service, and sacrifice required for honorable military service. It applies to all military personnel at all times across the range of military operations and spectrum of captivity. Military personnel have a duty to support U.S. interests and oppose U.S. adversaries, regardless of one’s circumstances.

b. Article II. **“I will never surrender of my own free will. If in command, I will never surrender the members of my command while they still have the means to resist.”** Military personnel must never willingly surrender and must do their best to avoid capture. If a military member is isolated and unable to execute his or her mission or otherwise advance U.S. military objectives, it is his or her duty to evade capture or delay contact with individuals that may lead to capture, rejoin the nearest friendly force, and return to U.S. control.

(1) To understand the meaning of this Article, military personnel need to understand and differentiate between surrender and other circumstances resulting in an adversary having control of the individual.

(a) (FOUO) DoD considers military personnel captured against their will, rather than surrendering, when an adversary compels the individual, and the forces for which he or she is responsible, to come under the adversary’s control. Such compulsion can occur when an individual is no longer able to offer meaningful resistance to adversarial military operations, evasion is impossible, and further military engagement will squander life with no significant advancement of U.S. objectives or hindrance to the adversary’s objectives.

(b) (FOUO) DoD considers military personnel detained against their will, rather than surrendering, when the individual is detained during military operations outside declared hostilities and is unable to continue the mission or to return to friendly control. It may be advantageous for an isolated military individual to delay contact with local authorities; however, failing to report to legitimate local authority may hamper U.S. strategic objectives or undermine a credible resistance posture, if later detained. In circumstances where the mission cannot continue; or delaying contact with such authority violates sovereign law; or if life-threatening, environmental, or social conditions exist or may develop, isolated personnel should seek the assistance of local authorities.

(c) (FOUO) DoD considers military personnel taken hostage in a criminal act perpetrated by terrorists, insurgents, or other illegally armed groups, as captured against his or her will, rather than surrendering, even if the member provided no physical resistance to the captor.

(2) Even if isolated, cut off, or surrounded, a commander may not surrender his or her unit when there is a reasonable ability and legal right to resist, break out, or evade until rejoining friendly forces.

(3) All military personnel should ensure mission planning includes considerations to avoid capture and facilitate recovery.

c. Article III. **“If I am captured, I will continue to resist by all means available. I will make every effort to escape and aid others to escape. I will accept neither parole nor special favors from the enemy.”** In addition to assigning duties to military personnel in captivity, Article III of the CoC articulates the mentality the military member should adopt in processing captivity experiences. Military personnel should view adversary actions as a continuation of attempts to counter U.S. strategic objectives. Inherent in this mentality is a commitment by captured military personnel to counter such efforts then quickly return, with honor, to U.S. control.

(1) In captivity, military personnel retain the duty to resist adversary efforts against U.S. objectives, including efforts to exploit the captured individual. In previous conflicts, adversaries, in violation of international law, viewed the exploitation of captives as a legitimate extension of the conflict. Captors used a variety of tactics to exploit individuals for propaganda purposes or to obtain military information. The tactics used by U.S. enemies include physical and mental harassment, general mistreatment, torture, medical neglect, and political and cultural exploitation. Military personnel must prepare for adversary tactics and continuously strive to counter adversary exploitation attempts.

(2) (FOUO) Captive military personnel must constantly prepare for escape and continuously learn about the environment to develop and assess escape opportunities. Although military personnel have an individual responsibility to attempt to escape and to assist others in their attempts, the individual member should coordinate escape intentions with the senior ranking military member in captivity. In communal captivity situations, escape attempt decisions must consider the welfare of remaining captives.

(a) The Geneva Conventions recognize nation-states may impose the duty to escape captivity on their military personnel. Consequently, no prohibition on escape attempts exists for POWs under the Geneva Conventions.

(b) (FOUO) Military personnel detained against their will during military operations outside declared hostilities (e.g., during peacetime operations) should vigilantly assess escape opportunities and prepare for escape. In assessing escape opportunities, such military personnel should:

(1) (FOUO) Refrain from actual escape attempts unless unique or life-threatening circumstances arise. Escape from governmental detention situations (e.g., border crossing detention or detention after an emergency landing) may constitute a violation of local sovereign law and legitimize incarceration if the detaining authority recaptures the military individual.

(2) (FOUO) Only attempt an escape if the risks of detention exceed those associated with escape (i.e., if unique or life-threatening circumstances arise). Torture, a credible threat of torture or death, or life-threatening detention conditions may justify an escape attempt.

(e) (FOUO) In a hostage situation, escape may provide military personnel the only reasonable survival possibility. Military personnel must continuously assess the potential for a successful escape. In some situations, a hostage should exploit the first opportunity to escape. For example, if an adversary has a record of murdering, maiming, or torturing captives, the captive should attempt escape regardless of the level of risk.

(3) The United States does not authorize its military personnel to sign or enter into any general parole agreement. Such agreements generally obligate the military personnel to act in accordance with the adversary's interests, such as agreeing not to return to combat, in exchange for release.

(4) In past conflicts, captors granted benefits or privileges to selected captives at the expense or to the exclusion of fellow captives. The captors bestowed such special favors in an effort to coerce a captive into making propaganda statements, or other actions advantageous to the captor. Military personnel may not seek or accept special favors such as improved food or living conditions, or, in the case of a POW, release before the sick, wounded, or those with a longer captivity experience, in exchange for actions beneficial to the captor.

(a) (FOUO) The acceptance of special favors by military personnel undermines cohesiveness and morale among captives, weakening the captives' organization. The weakened state of the captives' organization reduces their capacity to resist adversary exploitation efforts collectively. Acceptance of special favors also provides an inroad for an adversary's future exploitation efforts against military personnel.

(b) (FOUO) Acceptance by military personnel of special favors in return for actions beneficial to the adversary exposes them to possible post-captivity adverse actions.

(5) A Military member should accept release from all captivity situations unless the release requires compromising the military member's honor or damages U.S. strategic objectives. In addition, when held as a POW, a military member may not accept release before the release of the sick, wounded, or those with a longer captivity experience unless the senior military member in captivity authorizes the release.

d. Article IV. **"If I become a prisoner of war, I will keep faith with my fellow prisoners. I will give no information or take part in any action which might be harmful to my comrades. If I am senior, I will take command. If not, I will obey the lawful orders of those appointed over me and will back them up in every way."** Article IV describes the relationship between the individual captive member and the community of fellow captives. It directs a foundation of psychological and emotional commitment to the members of the community, a commitment not to harm members of the community through actions or the provision of information to an adversary, and finally, a responsibility to participate in the functioning of the community in a position and manner commensurate to the individual member's grade. United and resolute captives bolster fellow captive's will to resist and immeasurably increase the probability each will survive and return to U.S. control with honor.

(1) (FOUO) In its directive to keep faith with fellow prisoners, Article IV imparts a duty on all military personnel in any captivity situation to develop a relationship of committed trust with fellow captives. In spite of captor attempts to fragment captive organization, captives must unify to maximize individual and collective capability to resist adversary exploitation efforts and to ensure optimum captive health and welfare. Communication is essential to maintaining a trust relationship among captives. Communication diminishes the effectiveness of captor fragmentation efforts and strengthens each captive's will to resist. Upon capture, each captive will establish contact with fellow captives and maintain communication efforts within the captive community.

(2) A captive military individual's deeds must fully support commitment to the community of fellow captives. Providing information or other actions harmful to fellow captives erodes the trust relationship necessary to unify and resist exploitation successfully. For this reason, among others, the CoC prohibits providing information and committing other acts harmful to fellow captives.

(3) (FOUO) Military personnel in captivity should develop a military grade-based hierarchal organization appropriate to the conditions of captivity. Traditional leader and follower roles and responsibilities continue despite the captivity environment. Subject to the limitations discussed in subparagraph 3.c (4) of this enclosure, the senior ranking military member assumes command over captives from all Military Services (including Coast Guard personnel). The senior ranking military member ensures all captive military personnel understand the chain of command and knows who represents them to higher authorities. The senior ranking military member cannot legally evade the responsibility of command.

e. Article V. **"When questioned, should I become a prisoner of war, I am required to give name, rank, service number, and date of birth. I will evade answering further questions to the utmost of my ability. I will make no oral or written statements disloyal to my country and its allies or harmful to their cause."** Article V addresses the fact and nature of communications between the captive and the captor. The captive should identify which conversation topics he or she may or may not discuss with the captor. The military individual captive should communicate to improve his or her situation while avoiding exploitation by the captor. Authorized communications, if appropriately executed, can alter the relationship between the captive and the captor to the captive's benefit.

(1) (FOUO) In all captivity scenarios, captives should view any communication with the captor as part of a broader effort to influence the captive's circumstances. Although not an extension of combat, all communications between captives and their captor must reflect a holistic, organized effort to shift the relationship to a position more advantageous to the captives. POWs are not just prisoners of war; they are also prisoners "at" war and should use communications with the captor as a necessary part of their strategy to further U.S. Government objectives.

(2) In interactions with a captor, the captive should seek to engage only in authorized communications for him or her self and others. A captive is required to identify him or her self or others as appropriate for the situation, seek available assistance, and request return to U.S.

control in accordance with release policy and international law. Additionally, captives are authorized to address health and welfare concerns in a polite, professional, and courteous manner and to state the innocent circumstances leading to his or her capture.

(3) (FOUO) In any captivity situation, the tendency for captors to view captives as a resource exploitable for the advancement of captor military and political goals must be the foundation for all captive interactions with captors. Accordingly, captives must exercise great caution when completing any documentation, engaging in authorized communication with the captor, or corresponding with family. A captive must resist, avoid, or evade, even when physically and psychologically coerced, any captor effort to further the captor's cause through the extraction of captive statements or actions.

(a) (FOUO) Examples of statements or actions captives must resist include providing oral or written confessions or admissions of wrongdoing; providing good treatment statements; participation in propaganda recordings or broadcast appeals for other captives to comply with improper captor demands; appealing for U.S. capitulation; and providing oral or written statements or communications on behalf of the captor that are harmful to the United States, its allies, the Military Departments, or other captives.

(b) (FOUO) A captive should recognize that a captor may use any confession or statement to accuse the captive of violations of international or local sovereign laws. In hostage situations, such statements may provide a hostage-taker an excuse to inflict punishment, including execution, on the captive.

(c) (FOUO) There are no conditions or circumstances permitting a captive to provide unauthorized persons sensitive or classified information or materials voluntarily. To the utmost of their ability, military personnel held captive must protect all sensitive and classified information. No disclosure of sensitive or classified information or materials, regardless of the circumstances of disclosure, justifies further or additional disclosures. Captives are responsible for resisting, to the utmost of their ability, every attempt to coerce them to reveal sensitive or classified information or materials.

(4) (FOUO) If a captive under intense coercion unwillingly or accidentally discloses unauthorized information despite efforts to resist exploitation, the captive should attempt to recover the will to resist and develop a fresh line of psychological defense. Past captivity experiences demonstrate the captive's will to resist exploitation attempts, even those that are harsh and cruel, is the key to effective resistance.

(5) (FOUO) The best way for captives to keep faith with the United States, fellow captives, and themselves is to adhere to the CoC, focus on areas of authorized communication with the captor, promote captive organization and communication, and maintain the will to resist exploitation.

f. Article VI. **"I will never forget that I am an American, fighting for freedom, responsible for my actions, and dedicated to the principles which made my country free. I will trust in my God and in the United States of America."** Article VI provides a reminder of

the sources from which captives should draw the strength to fulfill their responsibilities and survive captivity with honor. Captives should recognize two categories of sources of strength. The first category is intrinsic and includes the recognition of a just cause for action in the fight for freedom, recognition of accountability for one's actions, and a commitment to the values embodied in the United States. The second category is extrinsic, such as a spiritual faith in a higher power as well as faith in the U. S. Government's commitment to each military captive.

(1) Captive experiences indicate leveraging these sources of strength enables the will to resist exploitation.

(2) Military personnel remain responsible for their actions at all times. The CoC provides military personnel guidance complementary to the UCMJ, which applies to military personnel at all times, including during captivity. Failure to adhere to the CoC may subject military personnel to appropriate disposition under the UCMJ.

(3) After a captive returns to U.S. control, DoD will conduct a review of the military individual's circumstances of capture and actions in captivity. The purpose of the review is to recognize meritorious performance and, if necessary, investigate any allegation of misconduct. DoD will conduct the review with due regard for the rights of the individual and consideration for the conditions of captivity.

(4) A captive is obliged to resist captor indoctrination attempts and to remain loyal to the United States.

### 3. SPECIAL ALLOWANCES FOR MEDICAL PERSONNEL AND CHAPLAINS DURING ARMED CONFLICT

a. Medical personnel and chaplains held to provide services to POWs are retained personnel, but are not themselves POWs in accordance with Reference (n). This categorization requires some latitude and flexibility on the application of the CoC described in Section 2 of this enclosure. Medical personnel and chaplains should assert their rights as retained personnel and subsequently provide POWs medical and ministerial services. The latitude granted to retained personnel does not authorize any action or conduct detrimental to the POWs or the interests of the United States. Any retained person remains accountable for his or her actions.

b. If a captor does not permit medical personnel or chaplains to provide services as retained personnel, the dispensations of subparagraph 3c of this enclosure do not apply and such personnel should fully abide by the CoC guidance of Section 2 of this enclosure.

c. These dispensations apply to retained personnel:

(1) Article I. No additional flexibility.

(2) Article II. Although a medical unit may legitimately withdraw in the face of the enemy, its personnel are subject to capture and must refrain from aggressive action and the use



of force to prevent individual or unit capture. Medical personnel and chaplains may only resort to arms in self-defense or in defense of the wounded and sick when attacked in violation of Geneva Convention (References (n) and (t)).

(3) Article III

(a) Retained personnel providing medical or ministerial services do not have a duty to escape captivity.

(b) Captors must allow retained personnel to provide medical and ministerial services to POWs. When those services are no longer necessary, the captor will return each retained person to his or her forces without future limitations on the person's actions in accordance with Reference (n). This process does not constitute a parole.

(4) Article IV. Medical personnel will not assume command over non-medical personnel, and chaplains will not assume command over captured military personnel of any branch. Medical personnel and chaplains must understand military guidance restricting their eligibility for command to preclude potential confusion in captivity.

(5) Article V. Subject to the restrictions in subparagraph 3a of this enclosure, retained personnel must communicate with a captor regarding the ability to provide medical or ministerial services.

(6) Article VI. No additional flexibility.

ENCLOSURE 5

SERE EDUCATION AND TRAINING SUPPORTING THE PRINCIPLES OF BEHAVIOR  
FOR DEPLOYING DoD CIVILIANS AND CAAF

1. INSTRUCTIONAL REQUIREMENTS

a. This enclosure provides SERE education and training guidance for deploying DoD civilians and CAAF, referred to as “DoD civilian personnel.” The principles of behavior in this enclosure provide the knowledge necessary to avoid, survive, resist, or escape a captivity environment. Adhering to these principles requires DoD civilian personnel to receive SERE education and training equivalent to training received by military personnel facing similar risks. Military and DoD civilian personnel are subject to isolation, capture, and captivity together. The behavioral expectations in captivity based on the CoC in Enclosure 4 and the principles of behavior in this enclosure are similar for both groups. Complementary SERE education and training improves the likelihood each captive will survive the ordeal and return to U.S. control with honor.

(1) The requirement for good order and discipline inherent in the Military Departments extends to DoD civilian personnel employed by or accompanying military forces. DoD personnel engaging in conduct constituting criminal offenses will be held accountable for their actions by appropriate authorities.

(2) DoD civilian personnel who are authorized by the U.S. Government to accompany U.S. military forces may be detained by enemy military forces, and are entitled to POW status if they fall into the power of the enemy during international armed conflict. Under reference (n), DoD civilian personnel who are authorized to accompany the armed forces must be issued an identity card to confirm their status. Presenting the identification card is not a prerequisite for POW status, but it helps captured persons establish to enemy forces that they are entitled to POW status. The entitlement to POW status for such DoD civilian personnel does not depend on what such personnel are wearing (i.e., whether they are wearing a uniform or not) or whether such personnel are armed at the time they fall into the power of the enemy.

b. The complex circumstances of captivity present a wide spectrum of situations, many of which do not fully match the three historically-defined captivity environments: wartime (POW), peacetime governmental (detainee), and non-governmental (hostage). However, various international laws, customs, and agreements govern captive behavior as a POW and detainee. Section 2 of this enclosure describes the moral obligations of DoD civilian personnel across the range of military operations and spectrum of captivity as well as the specific behaviors legally required of a POW and detainee.

c. DoD civilian personnel should use situational awareness skills to select the behaviors most appropriate to their captivity circumstances. SERE training will focus on developing

situational awareness skills and the adaptation of behavioral knowledge and skills across the range of military operations and spectrum of captivity.

d. To facilitate SERE education and training, Section 2 of this enclosure provides guidance for each principle in the following format:

- (1) Statement of the principle of behavior.
- (2) Basic explanatory material on the principle of behavior.

## **2. PRINCIPLES OF BEHAVIOR GUIDANCE**

a. **Principle I. “DoD expects DoD civilian personnel to avoid isolating events or, if unable to avoid isolation, to return to friendly control with honor.”** Principle I describes the philosophy the U. S. Government expects DoD civilian personnel to manifest when subject to isolating events.

(1) Maintaining awareness of potential threats and force protection measures minimizes the probability of isolation. Such education, in concert with SERE education and training, increases the probability of avoiding isolation and safe return following isolation.

(2) When an individual is unable to execute his or her mission or otherwise advance U.S. military objectives, DoD expects the individual to avoid capture, rejoin the nearest friendly force, and return to U.S. control.

(3) DoD strongly discourages DoD civilian personnel from surrendering. DoD civilian personnel must understand and differentiate between surrender and other circumstances resulting in an adversary’s control of the individual.

(a) DoD considers an individual captured against their will, rather than having surrendered, when evasion is impossible and an adversary compelled the individual into the adversary’s control.

(b) During military operations outside declared hostilities, DoD considers an individual detained against their will, rather than surrendering, when the individual is detained and is unable to continue the mission or return to friendly control. It may be advantageous for an isolated individual to delay contact with local authorities; however, failing to report to legitimate local authority may hamper U.S. strategic objectives or undermine a credible resistance posture if later detained. In circumstances wherein mission continuation is not feasible, or further avoidance of such authority violates sovereign law, or if life-threatening environmental or social conditions exist or may develop, isolated personnel should seek assistance of local authorities.

(c) DoD considers an individual taken hostage in a criminal act perpetrated by terrorists, insurgents, or other illegally armed groups as captured against their will, rather than surrendering, even if the individual provided no physical resistance to the captor.

(4) (FOUO) A captive should constantly prepare for escape and continuously learn about the environment to develop and assess escape opportunities. Although DoD expects an individual to attempt to escape and to assist others in their attempts, he or she should coordinate escape intentions with captive community leaders. In communal captivity situations, escape attempt decisions must consider the welfare of remaining captives. The Geneva Conventions do not prohibit POW escape attempts.

(a) (FOUO) An individual detained against their will during military operations outside declared hostilities should vigilantly assess escape opportunities and prepare for escape. The individual should refrain from actual escape attempts unless unique or life-threatening circumstances arise. Escape from detention may violate local sovereign law and legitimize incarceration if the detaining authority recaptures the individual. The individual should only attempt an escape if the risks of detention exceed those associated with escape. Torture, a credible threat of torture or death, or life-threatening detention conditions may justify an escape attempt.

(b) (FOUO) When held hostage, escape may provide the only reasonable survival possibility. The hostage should continuously assess the potential for a successful escape. In some situations, a hostage must exploit the first opportunity to escape. For example, if an adversary has a record of murdering, maiming, or torturing hostages, the hostage should attempt escape regardless of the level of risk.

(5) DoD civilian personnel should accept release from all captivity situations unless the release requires a compromise of their honor or damages U.S. strategic objectives.

(a) When held as a POW, an individual should not accept release before the release of the sick, wounded, or those with a longer captivity experience unless coordinated with the captive community leaders.

(b) The United States discourages DoD civilian personnel from signing or entering into any parole agreement with the adversary. Such parole agreements typically obligate the individual to act in accordance with the adversary's interests in exchange for release or lessened restraint.

b. **Principle II. "DoD expects DoD civilian personnel to communicate and organize with the community of fellow United States Government and allied captives."** Principle II describes the expectation to establish the fundamental interactions necessary between DoD civilian personnel and the community of fellow captives.

(1) Principle II establishes an expectation DoD civilian personnel in any captivity situation will unite with fellow captives. In spite of captor attempts to fragment captives' organization, captives must work together individually and collectively to resist adversary

exploitation efforts and to ensure optimum captive health and welfare. Captives who communicate effectively with each other are more organized, have a stronger will to resist, and are better able to fight captors' attempts to divide the group. Upon capture, DoD expects each individual to establish contact with fellow captives and maintain communication efforts within the captives' community.

(2) (FOUO) DoD civilian personnel in captivity should develop an experience-based hierarchal organization appropriate to the conditions of captivity. Whenever possible, all DoD personnel should organize as a single entity in captivity. Unified organization maximizes the efficiency of collective duties, including sanitation, health and welfare, and resistance efforts. The senior ranking military member will command captive military members, but does not hold command authority over captive DoD civilian personnel. Nonetheless, for the good of the community of captives, DoD highly encourages DoD civilian personnel to accept the leadership of the captive organization by the senior ranking military member by virtue of their experience and training.

c. **Principle III. "DoD expects DoD civilian personnel to avoid actions harmful to United States Government or allied personnel held as fellow captives, including the acceptance of special favors from captors."** Principle III encompasses a commitment not to harm members of the captives' community through action, inaction, or acceptance of preferential treatment, regardless of any potential individual benefit such actions may provide.

(1) DoD expects an individual's deeds to demonstrate the captive's commitment to the community of fellow captives. When a captive decides how to act and behave, DoD expects him or her to consider how those actions will affect fellow captives. Committing actions harmful to fellow captives or failing to act when necessary to preserve the well-being of the captive organization erodes the trust necessary to unify captives successfully and to resist exploitation.

(2) In past conflicts, captors granted benefits or privileges to selected captives at the expense or to the exclusion of fellow captives. The captors bestowed such special favors in an effort to extract propaganda statements, desired information, or other actions advantageous to the captor. Principle III discourages a captive from seeking or accepting special favors such as better food or living conditions in exchange for actions beneficial to the captor.

(a) (FOUO) The acceptance of special favors by an individual captive undermines cohesiveness and morale among the other captives, weakening the captives' organization. A weakened captives' organization is less able to resist the adversary's exploitation efforts. Acceptance of special favors also provides an inroad for an adversary's future exploitation efforts against the individual.

(b) (FOUO) An individual's acceptance of special favors in return for actions beneficial to the adversary may expose the individual to adverse legal consequences following captivity.

d. **Principle IV. "DoD expects DoD civilian personnel to resist captor exploitation efforts, protect sensitive or classified information, and refrain from making oral, written,**

**or video statements harmful to the strategic interest of the United States or its allies.”**

Principle IV provides the perspective from which an individual should consider all interactions with a captor. DoD civilian personnel should view an adversary’s actions as a continuation of attempts to counter U.S. strategic objectives. With this viewpoint, captives will be better postured to counter such efforts.

(1) In captivity, DoD expects an individual to resist adversarial efforts against U.S. objectives, including efforts to exploit the captured individual. In previous conflicts, adversaries, in violation of international law, viewed the exploitation of captives as a legitimate extension of combat operations. Captors used a variety of tactics to exploit individuals for propaganda purposes or to obtain military information. The tactics used by enemies of the United States include physical and mental harassment, general mistreatment, torture, medical neglect, and political and cultural exploitation. Individuals must prepare themselves for adversary tactics and continuously return to a psychological and emotional state enabling themselves to actively assess and counter adversary exploitation attempts.

(2) (FOUO) Principle IV addresses the fact and nature of adversarial attempts to exploit captives. Captives should identify which conversation topics they may or may not discuss with the captor. Individuals should communicate to improve their situation while avoiding exploitation by the captor. Appropriately executed, authorized communications can alter the relationship between captives and the captor to the captives’ benefit.

(a) (FOUO) Captives should view any communication with the captor as part of a broader effort to influence their circumstances. Although not an extension of combat, all communications between captives and their captor must reflect a holistic, organized effort to shift the relationship to a position more advantageous to the captives.

(b) In interactions with a captor, captives should identify themselves appropriately for the situation; seek assistance; request return to U.S. control in accordance with release policy and international law; and address captive health and welfare concerns in a polite, professional, and courteous manner. Captives may state the innocent circumstances leading to their capture. Providing required identifying information enables accounting for individuals and helps determine their appropriate categorization within the captivity environment.

(3) (FOUO) The tendency for captors to view captives as resources exploitable for the advancement of captor military and political goals must influence all captive interactions with captors. Accordingly, each captive must exercise great caution when completing any documentation, engaging in authorized communication with the captor, or corresponding with family. A captive should resist, avoid, or evade any captor effort to further the captor’s cause through the extraction of captive statements or actions.

(a) (FOUO) Captives should resist, among other actions:

1. (FOUO) Providing oral or written confessions or admissions of wrongdoing.
2. (FOUO) Providing good treatment statements.

3. (FOUO) Participation in propaganda recordings or broadcast appeals for other captives to comply with improper captor demands.

4. (FOUO) Appealing for U.S. capitulation.

5. (FOUO) Providing oral or written statements or communications on behalf of the captor or that are harmful to the United States, its allies, the Military Departments, or other captives.

(b) (FOUO) A captive should recognize a captor could use any confession or statement to accuse the captive of violations of international or local sovereign laws. In hostage situations, such statements may provide a hostage-taker an excuse to inflict punishment, including execution, on the captive.

(4) (FOUO) There are no conditions or circumstances permitting a captive to volunteer sensitive or classified information or materials to unauthorized persons. To the utmost of their ability, DoD civilian personnel held captive must protect all sensitive and classified information.

(a) No disclosure of sensitive or classified information or materials, regardless of the circumstances of disclosure, justifies further or additional disclosures. DoD expects a captive to resist, to the utmost of their ability, each captor attempt to extract sensitive or classified information or materials as a unique captor effort.

(b) If subject to intense coercion, a captive unwillingly or accidentally discloses unauthorized information, despite efforts to resist exploitation, the captive should attempt to recover the will to resist and develop a fresh line of psychological defense. Captivity experiences demonstrate the captive's will to resist exploitation attempts, even those that are harsh and cruel, is the key to effective resistance.

(5) The best way for a captive to keep faith with the United States, fellow captives, and themselves is to adhere to the principles of behavior in this enclosure, focus on areas of authorized communication with the captor, promote captive organization and communication, and maintain the will to resist exploitation.

## GLOSSARY

### PART I. ABBREVIATIONS AND ACRONYMS

AT/FP	anti-terrorism and force protection
CAAF	contractors authorized to accompany the force
CCMD	Combatant Command
CJCS	Chairman of the Joint Chiefs of Staff
CoC	Code of Conduct
DoDD	DoD directive
DoDI	DoD instruction
DPAA	Defense POW/MIA Accounting Agency
JPRA	Joint Personnel Recovery Agency
POW	prisoner of war
PR	personnel recovery
SERE	survival, evasion, resistance, and escape
UCMJ	Uniform Code of Military Justice
USSOCOM	United States Special Operations Command

### PART II. DEFINITIONS

Unless otherwise noted, these terms and their definitions are for the purposes of this instruction.

captive. DoD personnel held against their will by an adversary. The guidance in this instruction applies regardless of the characterization of the individual as a POW, detainee, or hostage. When the characterization of the captive requires more specific guidance, this instruction uses the more specific term.

command and staff education and training. Enables commanders and staffs to prevent, prepare for, and respond to isolating events.

dedicated PR assets. Military forces whose specific training or mission assignment orients them almost exclusively to planning for and responding to an isolating event.

DoD personnel. Military members, DoD civilians, and CAAF.

experiential training. Realistic training designed to provide challenges, experiences, and training dilemmas that give students the opportunity to apply SERE knowledge and skills.



five PR execution tasks. Report, locate, support, recover, and reintegrate.

high-risk role-play activities. Activities where instructors and staff role-play as an opposing force (foreign military, militia, hostile government elements, guards, captors, interrogators, or criminals), evasion exercise aggressors, escape exercise security elements, or resistance instructors.

isolated personnel. U.S. military, DoD civilian, and DoD contractor personnel (and others designated by the President or Secretary of Defense) who are separated from their unit (as an individual or a group) while participating in a U.S.-sponsored military activity or mission and are, or may be, in a situation where they must survive, evade, resist, or escape

Military member/military personnel. Officers and enlisted personnel assigned to the Army, Air Force, Coast Guard, Navy, and Marines.

Personnel Recovery (PR). The sum of military, diplomatic, and civil efforts to prepare for and execute the recovery and the integration of isolated personnel.

PR education and training. Inclusive term for PR education and training of commanders and staffs, recovery forces, and SERE education and training for individuals.

recovery force. Organic, dedicated, and capable PR assets.

recovery force education and training. PR training designed to enable recovery forces to prepare for and respond to an isolating event.

retained personnel. Medical personnel and chaplains held by captors for the purpose of providing medical or ministerial services to POWs.

senior ranking military member. The senior ranking military member of any Military Service, including, the Coast Guard, but not including retained personnel, who is duty-bound to assume command over members of all Military Services in a captivity environment.

SERE education and training. Enables DoD personnel (as defined in this instruction) to survive, evade, resist, and escape isolation and meet the moral obligations of the CoC and corresponding principles of behavior. Includes all levels and types of SERE education and training, including specialized SERE training.

surrender. The voluntary relinquishment of a military member, or his or her subordinates, to an adversary's control.