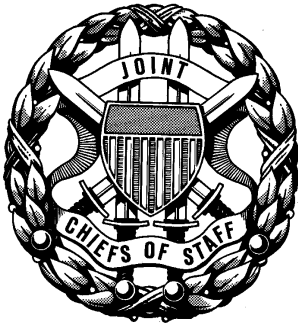


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MANUAL



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DISTRIBUTION: A, B, C

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THE DEPARTMENT OF DEFENSE SURVIVAL, EVASION, RESISTANCE, AND ESCAPE PSYCHOLOGY PROGRAM

References:

See Enclosure E

1. Purpose. Establish the Department of Defense (DoD) Survival, Evasion, Resistance, and Escape (SERE) Psychology Program in accordance with references a-d.
2. Superseded/Cancellation. Chairman of the Joint Chiefs of Staff Manual (CJCSM) 3500.11, 29 November 2013, "The Department of Defense Survival, Evasion, Resistance, and Escape Psychology Program," is hereby superseded.
3. Applicability. This manual applies to the Office of the Chairman of the Joint Chiefs of Staff and the Joint Staff, the Combatant Commands (CCMDs), the Military Departments, 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 (hereinafter referred to collectively as the "DoD Components").
4. Procedures. The DoD SERE Psychology Program is an integral part of Personnel Recovery (PR) in DoD. This program establishes qualification and training standards for DoD SERE psychologists. It defines the roles, duties, and responsibilities of DoD SERE psychologists in PR training, during the response to a PR event, and during reintegration.
 - a. In accordance with references c and d, DoD has an obligation to train, equip, and protect its personnel, prevent their exploitation by adversaries, and reduce the potential for using isolated personnel as leverage against U.S. security objectives. As part of overall risk management, the DoD components shall employ resistance training (RT)-qualified DoD SERE psychologists to help mitigate the risk of physical and psychological injury to students during SERE

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education and training high-risk role-play activities conducted in support of the Code of Conduct.

b. As part of the DoD response to a PR event, the DoD SERE psychologist provides psychological expertise to the Military Departments, the Combatant Commander (CCDR), and the isolated/recovered person and their next of kin.

c. The CCDRs and the Military Departments are responsible for reintegration. The goals of reintegration are to debrief, decompress, and provide for the physical and mental health of a recovered individual, and return them to duty or follow-on care as expeditiously as possible. The DoD SERE psychologist, as a member of the reintegration team, ensures the health, welfare, and psychological well-being of the recovered person remains at the forefront of the reintegration process.

d. Commanders at all levels are responsible for ensuring DoD SERE psychologists are not assigned simultaneously conflicting duties when providing oversight to SERE education and training or participating in reintegration, as described in Enclosure C.

5. Summary of Changes. This instruction:

a. Implements reference h, which establishes operational lines of communication with the Office of the Deputy Assistant Secretary of Defense for Special Operations and Combating Terrorism (DASD(SOCT)).

b. Updates criteria for membership of the DoD SERE Psychology Committee.

c. Updates initial and continuation training guidance for RT-Qualified SERE psychologists.

d. Acknowledges DoD SERE Certified psychologist involvement in Post Isolation Support Activities (PISA).

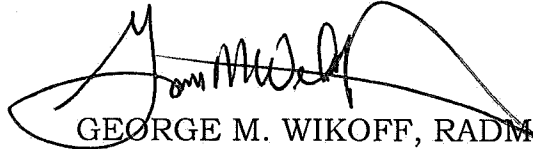
6. Releasability. UNRESTRICTED. This directive is approved for public release; distribution is unlimited on the Non-Secure Internet Protocol Router Network. DoD Components (to include the Combatant Commands), other Federal agencies, and the public, may obtain copies of this directive through the Internet from the CJCS Directives Electronic Library at: <<http://www.jcs.mil/library>>. JS activities may also obtain access via the Secure Internet Protocol Router Network Directives Electronic Library Websites.

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7. Effective Date. This MANUAL is effective upon receipt.

For the Chairman of the Joint Chiefs of Staff



GEORGE M. WIKOFF, RADM, USN
Vice Director, Joint Staff

Enclosures

- A - Responsibilities
- B - Qualifications
- C - Employment
- D - Training Standards
- E - References
- GL - Glossary

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ENCLOSURE A

1. Chairman of the Joint Chiefs of Staff. CJCS will establish the DoD SERE Psychology Program in accordance with reference c.
2. Joint Personnel Recovery Agency. The Joint Personnel Recovery Agency (JPRA), as a Chairman's Controlled Activity, shall develop and manage the DoD SERE Psychology Program on behalf of CJCS. As the Office of Primary Responsibility, JPRA shall:
 - a. Establish and disseminate qualification, training, and employment standards for DoD SERE psychologists.
 - b. Direct, facilitate, coordinate, and assist with training DoD SERE psychologists.
 - c. Ensure compliance with qualification, training, and employment standards of DoD SERE psychologists in accordance with Enclosures B, C, and D.
 - d. Establish a DoD SERE Psychology Committee to provide advisory recommendations to JPRA on SERE psychology qualifications and training, psychological support to SERE education and training, and operational psychology support to personnel recovery.
3. Combatant Commanders. The CCDRs shall:
 - a. Coordinate theater requirements for DoD SERE psychologist support with the Joint Staff and JPRA.
 - b. Coordinate with the Office of the DASD(SOCT), the Joint Staff, JPRA, and the Military Departments on all DoD-level guidance related to employment of DoD SERE psychologists in support of Phase I and Phase II reintegration.
 - c. Coordinate with the Department of State, JPRA, and other government agencies to employ DoD SERE Psychologists in support of PISA.
4. Secretaries of the Military Departments and USSOCOM. In accordance with reference b, the Secretaries of the Military Departments and U.S. Special Operations Command (USSOCOM) shall develop and maintain a SERE psychology capability which incorporates the criteria set forth in Enclosures B, C, and D regarding the qualification, employment, and training of DoD SERE psychologists.

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a. In coordination with DASD(SOCT) and JPRA, and based on CCMD and Military Department requirements, develop and maintain SERE psychology training programs and DoD SERE psychologists qualified to support SERE education and training, isolated DoD personnel and their families during a personnel recovery event, and the reintegration of DoD personnel following a personnel recovery event.

b. Ensure sufficient numbers of SERE psychologists obtain a Top Secret clearance with access to Sensitive Compartmented Information (TS/SCI). To ensure the health, welfare, and psychological well-being of the recovered person during reintegration debriefings, the SERE psychologist requires a clearance equal to the highest classification level of those debriefings.

c. Ensure Resistance Training (RT)-Qualified SERE psychologists, and contract SERE psychologists meeting all the criteria for a RT-Qualified SERE psychologist, provide psychological oversight of SERE training high-risk role-play activities.

d. Designate no more than four SERE psychologists from each Military Department and USSOCOM as members of the DoD SERE Psychology Committee. Each Department shall designate a Senior SERE psychologist, at the grade of O-5 or higher, with a minimum of six years of qualification as a SERE psychologist. One other member should be a RT-Qualified SERE psychologist currently working at a SERE Code of Conduct (CoC) Level "C" training school.

e. Ensure SERE Psychology programs are consistent with this publication and that psychologists performing in the capacity of SERE Certified and RT-Qualified SERE psychologists meet the certification and initial/continuation training requirements set forth in Enclosures B and D.

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ENCLOSURE B

QUALIFICATIONS

1. There are two qualification levels for DoD SERE psychologists: SERE Certified Psychologist and RT-Qualified SERE psychologist.

a. SERE Certified Psychologists. SERE Certified Psychologists must:

(1) Possess a doctoral degree in psychology from an accredited university or program acceptable by the SERE psychologist's respective DoD Component.

(2) Hold a valid license to practice psychology and follow the ethical guidelines for the state/territory in which he or she is licensed.

(3) Meet DoD Component requirements for independent practice and maintain current credentials with a sanctioned DoD medical authority.

(4) Have pre-assignment experience in a military psychology position.

(5) Meet the professional standards for ethical practice of SERE Psychology.

(6) Complete SERE Certified Psychologist training (See Enclosure D).

(7) To support reintegration, have a clearance equal to the highest classification level of debriefings. Upon selection to fill a SERE Certified Psychologist position, the selectee must apply for a TS/SCI. The individual will be removed from the SERE Certified Psychologist position if they are not qualified to obtain a TS/SCI.

(8) Maintain currency (See Enclosure D).

b. RT-Qualified SERE Psychologists. In addition to the requirements in paragraph 1.a. of this Enclosure, RT-Qualified SERE psychologists must:

(1) Be assigned or have been assigned to provide risk management oversight to a Military Department SERE school or to a unit that conducts SERE high-risk role-play activities.

(2) Complete RT-Qualified SERE psychologist training (see Enclosure D).

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(3) Maintain RT currency (see Enclosure D).

2. In conjunction with the Military Departments, JPRA will maintain a list of SERE psychologists and their qualification levels, and will notify individual psychologists of their qualification status and any issues related to maintenance of that status. It is the responsibility of the individual SERE psychologist to maintain contact with and provide appropriate information at least every two years to the JPRA Division Chief for Human Factors to ensure their training status is updated.

3. All individual qualification criteria described in this publication may be subject to selective waiver after review by the DoD SERE Psychology Committee.

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ENCLOSURE C

EMPLOYMENT

1. To effectively assist commanders responsible for reintegration and reintegration team leaders in meeting the objectives of reference h, the SERE Certified psychologist shall:
 - a. Have direct access to, consult with, and advise commanders on all psychological aspects of the reintegration process.
 - b. Be the commander's on-site representative for all psychological aspects of the reintegration process and have access to all reintegration activities.
 - c. Screen, monitor, and provide psychological support to the recovered person in accordance with reference g, Military Department and CCMD reintegration plans, and applicable JPRA guidance.
 - d. Provide oversight during reintegration debriefs to ensure the health, welfare, and psychological well-being of the recovered person is protected.
 - e. Act as a key participant and facilitator of Military Department or CCMD reintegration activities as it relates to the psychological health and welfare of recovered personnel. Due to the nature and complexity of reintegration, the commander must be prepared to insert and support the SERE Certified psychologist in Military Department or CCMD reintegration activities consistent with the guidance contained in reference e.
 - f. Participate in the debriefing and decompression of reintegration team members at the conclusion of each phase of the reintegration process.
 - g. Not be placed in positions where the role of the SERE Certified psychologist is compromised by a conflicting role conducted simultaneously (e.g., non-reintegration clinical duties or duty officer) during the conduct of the reintegration process.
 - h. When requested, assist CCDRs, Military Departments, and JPRA in the training of reintegration debriefers.
 - i. Support the Military Department Casualty Assistance Office by meeting with families of isolated DoD personnel to provide them education and information on the reintegration process, gathering information regarding the

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isolated person and other family dynamics that may impact the reintegration process, and supporting the family throughout an isolating event.

j. Provide SERE psychological support to PISA according to DoD guidance and policy. Authorization from appropriate command structure is required prior to a DoD SERE psychologist supporting a PISA.

2. Commanders of DoD SERE schools and of units which conduct SERE training high-risk role-play activities are responsible for the proper use of RT-Qualified SERE psychologists. The RT-Qualified SERE psychologist is the commander's representative to ensure close supervision of training required by reference d, and is the commander's representative in psychological aspects of training. The responsibilities of the RT-Qualified SERE psychologist include, but are not limited to, those listed below. To effectively assist the commander, the RT-Qualified SERE psychologist shall:

a. Have direct access to, consult with, and advise the commander on psychological aspects of the training and mission.

b. Be the commander's on-site representative for all psychological aspects of training and have full access to training events.

c. Be present, or ensure psychological risk management staff working under the direction of an RT-Qualified SERE psychologist are present, during all Resistance Training Laboratories (RTL), Pre-Academic Role-Play Laboratories (PREAL), and Post-Training Exercises (PTE).

d. Be available within a 30-minute response time, or ensure qualified psychological staff are available within a 30-minute response time, during all academic role-play laboratories (ARLs). RT-Qualified SERE psychologists should periodically observe ARLs.

e. Assist in the selection, screening, risk assessment, and performance feedback of instructors.

f. As part of the respective SERE school's risk assessment program, periodically observe and conduct psychometric and/or analog psychological assessments of all instructors who may have direct student contact during high-risk role-play activities. An initial psychological screening will be conducted prior to assignment or reassignment of any staff member who has the potential for student contact during high-risk role-play activities. Care must be taken to protect the instructor/staff's privacy regarding any assessment findings.

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- g. Conduct staff training and development seminars/sessions.
 - h. Conduct research to answer the commander's questions on training, selection, and risk assessment issues.
 - i. Screen, monitor, and provide psychological support to students as necessary.
 - j. Participate in the debriefing of students at the conclusion of training.
 - k. Be assigned to the respective SERE training organization. The RT-Qualified SERE psychologist should not be constrained by clinical duties at local military medical facilities in lieu of SERE duties, or other duties that constrain effective RT oversight.
 - l. Not be placed in positions where the role of RT-Qualified SERE psychologist is compromised by a conflicting role conducted simultaneously (e.g., duty officer or RT instructor).
 - m. At the unit or SERE school commander's discretion, serve as a member of a reintegration team, and be available to assist JPRA on SERE-related research.
 - n. During reintegration, perform all the duties of a SERE Certified Psychologist in accordance with paragraph 1. of this Enclosure.
3. All levels of SERE psychologists are authorized to directly contact JPRA Human Factors, as needed, for professional consultation or guidance in the performance of their duties as a DoD SERE psychologist.

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ENCLOSURE D

TRAINING STANDARDS

1. Initial SERE Psychology Training. Initial SERE psychology training is provided by an RT-Qualified SERE psychologist. New trainees shall:

- a. Understand the dynamics of captivity and isolation.
- b. Understand how to promote resilience in returnees.
- c. Understand how to support reintegration.
- d. Understand appropriate DoD directives, instructions, and guidance.
- e. Review lessons learned from recent reintegration activities.

2. SERE Certified Psychologist

a. In addition to completing initial SERE Psychology training, to qualify as a SERE Certified Psychologist, new trainees shall:

(1) Graduate from a DoD Level "C" SERE course, or a JPRA Specialized SERE training course that includes an RTL experience.

(2) Know the SERE psychologist's role in reintegration and release handling.

(3) Understand lessons learned from recent reintegration activities.

(4) Understand Level C SERE education and training guidance, references d through f, and other source documents recommended by JPRA.

(5) Engage in a mentorship relationship with a SERE Certified Psychologist or RT-Qualified Psychologist for one year.

(6) Understand the PR architecture that supports their mission in order to successfully advise the command decision process regarding service member's well-being.

(7) Understand the tasks, procedures, and implications involved with supporting PISA operations within the interagency and multinational environment. Furthermore, know how to obtain authorization for providing

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SERE psychological support to PISA requests in accordance with DoD post isolation support policies.

2. Continuation training. Continuation training is the regularly recurring training essential to maintaining DoD SERE psychologist qualifications and provides a venue for the exchange of lessons learned with other SERE psychologists. SERE Certified Psychologists shall participate in 24 hours of continuation training every 24 months. It is the responsibility of the individual psychologist to ensure their training is updated with JPRA and their military department at least biennially. Continuation training may include:

- a. Participation in a DoD Phase I, II, or III reintegration, or post isolation support to a non-DoD person.
- b. Participation in a JPRA, CCMD, or Military Department-sponsored reintegration exercise.
- c. Participation in reintegration consultation/activities, reintegration exercise planning, or the development of reintegration policy.
- d. Attendance at the DoD SERE Psychology Continuation Training or attending initial SERE Psychology training.
- e. Maintaining currency in SERE-related professional literature as directed by JPRA Human Factors.

3. RT-Qualified SERE psychologist

- a. To qualify as an RT-Qualified SERE psychologist, new trainees shall:
 - (1) Complete all the requirements necessary for a SERE Certified Psychologist as described in paragraph 2.a. above.
 - (2) Be assigned to a SERE school or to an organization whose activities involve regular participation in oversight of SERE training high-risk role-play activities.
 - (3) Understand SERE education and training methodology and terminology, such as:
 - (a) Stress inoculation training and the 1956 Report of the Working Group on Survival Training Reports. These are available from JPRA.

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- (b) Current SERE education and training research literature.
 - (c) Learned helplessness.
 - (d) The abstinence violation effect.
 - (e) The Stanford Prison Experiment case study.
 - (f) Role-play instruction techniques, benefits, and risk.
 - (g) The dynamics of SERE instructors, behavioral patterns, and the tendencies towards training drift.
 - (h) SERE instructor burnout.
 - (i) Lessons learned from recent captivity incidents. These are available from JPRA.
- (4) Understand principles and demonstrate proficiency in SERE psychological interventions that maximize distressed students' abilities to continue in training.
- (5) Understand SERE psychology principles for making recommendations for continuing training or removing students from training who are having emotional or psychological difficulties.
- (6) Understand and demonstrate proficiency in debriefing students upon completion of training, or removal from training.
- (7) Understand and demonstrate proficiency in conducting SERE psychology post-training after-action reviews.
- (8) Develop and maintain training standards, training plans, operational instructions, utilization standards and related guidance for psychological risk management staff working under their license or supervision.

b. Continuation Training. Continuation Training is the regularly recurring training essential to maintaining DoD SERE psychologist qualifications and provides a venue for exchange of lessons learned with other SERE psychologists. RT-Qualified SERE psychologists shall participate in 24 hours of continuation training every 24 months. It is the responsibility of the individual psychologist to ensure their training is updated with JPRA at least

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biennially. Continuation training for RT-Qualified SERE psychologists may include all activities identified in Paragraph 2.b. above, with the additional options of (1) through (3) below and the requirement of (4):

(1) Providing risk management oversight to SERE training high-risk role-play activities.

(2) Support of JPRA in conducting SERE Psychology courses and training.

(3) Maintenance of currency in SERE-related professional literature by engaging in professional discussions of literature with other RT-Qualified SERE psychologists.

(4) RT-Qualified SERE psychologists must engage in at least 12 hours of RT duties in a 24-month period.

4. Psychological Risk Management Staff

a. Psychological risk management staff are psychologists, psychological technicians, or enlisted mental health specialists/mental health technicians who may assist the RT-Qualified SERE psychologist in providing risk management oversight to a Military Department SERE school or to a unit that conducts SERE education and high-risk role-play activities.

b. Consistent with psychology licensing laws and professional ethics, all psychological risk management staff who are not an RT-Qualified SERE psychologist must work under the license and guidance of an RT-Qualified SERE psychologist.

c. In coordination with the SERE School commander or unit commander, it is the responsibility of the RT-Qualified SERE psychologist to ensure psychological risk management staff have been specifically trained and are competent and current to assist in providing oversight during SERE high-risk role-play activities.

d. When functioning in an oversight role during SERE high-risk role-play activities, psychological risk management staff will not be placed in a dual-role situation such as participating as in-role instructors or role players.

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ENCLOSURE E

REFERENCES

- a. DoD Directive 5111.1, 8 December 1999, “Under Secretary of Defense for Policy (USD(P))”
- b. Deputy Secretary of Defense memorandum, 30 November 2006, “Delegations of Authority”
- c. DoD Directive 3002.01, 2 August 2009, “Personnel Recovery in the Department of Defense,” Incorporating Change 2, 24 May 2017
- d. DoD Instruction O-3002.05, 12 April 2016, “Personnel Recovery (PR) Education and Training”
- e. DoD Instruction 3002.03, 15 July 2013, “DoD Personnel Recovery - Reintegration of Recovered Personnel,” Incorporating Change 1, 26 April 2016
- f. E.O. 10631, Code of Conduct for Members of the Armed Forces of the United States, 17 August 1955, as amended in 1967, 1977, and 1988.
- g. JP 3-50, 2 October 2015, “Personnel Recovery”
- h. CJCSI 3270.01 Series, “Personnel Recovery”
- i. CJCSM 3500.10 Series, “Joint Manual for Survival, Evasion, Resistance, and Escape Education and Training Role-Play Activities in Support of the Code of Conduct Principles of Behavior”
- j. DoD Directive 5111.10, 22 March 1995, “Assistance Secretary of Defense for Special Operations and Low Intensity Conflict (ASD(SO/LIC)), Incorporating Change 2, 21 October 2011

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GLOSSARY

ABBREVIATIONS AND ACRONYMS

ARL*	Academic Role-play Laboratory
CoC	Code of Conduct
DASD	Deputy Assistance Secretary of Defense
DoD	Department of Defense
DoDD	Department of Defense Directive
DODI	Department of Defense Instruction
DPMO	Defense Prisoner of War/Missing Personnel Office
JPRA	Joint Personnel Recovery Agency
PISA	Post Isolation Support Activities
POW	Prisoner of War
PREAL*	Pre-Academic Role-Play Laboratory
PTE*	Post-Training Exercise
RT*	Resistance Training
RTL*	Resistance Training Laboratory
SERE	Survival, Evasion, Resistance, Escape
SOCT	Special Operations and Combatting Terrorism

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PART II-TERMS AND DEFINITIONS

Academic Role-Play Laboratory. A role-play training laboratory event of limited duration (normally 30 minutes or less role-play) conducted during academic instruction in a facility comprised of a collocated classroom and separate experiential training room(s). The role-play simulates an isolation environment; is targeted at specific, limited learning objective(s); and is designed to create a series of challenges, experiences, and/or exercises that require individuals to apply SERE tactics, techniques, and procedures in line with CoC/SERE policy and doctrine. The role-play is observable by out of role students, is monitored by out of role instructors, and is immediately followed by an instructor guided debriefing.

DoD SERE Psychology Committee. The committee will be chaired by the JPRA senior military psychologist. The voting members will consist of a senior SERE psychologist and a currently assigned RT-Qualified psychologist from each Military Department and USSOCOM. Each Military Department and USSOCOM can assign up to two additional non-voting members to advise the committee. The committee's purpose is to provide advisory recommendations to JPRA on SERE psychology qualifications and training; psychological support to CoC training; and operational psychology support to personnel recovery. At times the committee may be expanded with specific invitations. These attendees will offer expert advice and recommendations but will not be voting members.

High-Risk Role-Play Activities. Activities where instructors and staff role-play as an opposing force (i.e., foreign military, militia, hostile governmental elements, guards, captors, interrogators, or criminals). These activities can include any of the following: use of blindfolds, handcuffs, or other restraints on students; students placed in isolation, solitary confinement, or confined custody; students subjected to custodial interrogation or other types of exploitation; use of physical and psychological pressures designed to cause students stress.

Post Isolation Support Activities. DoD support activities to recovered non-DoD personnel, beginning immediately following the recovery of an isolated person and consisting of debriefing, decompression, providing for physical and mental health, and returning them to their normal life or providing follow-on care as expeditiously as possible. The term "post isolation support" is differentiated from "reintegration" due to the possible impact of title 10, U.S. Code and additional staff and permission required for "post isolation support" activities.

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Pre-Academic Role-Play Laboratory. A limited duration experiential training event conducted prior to academic instruction to prepare students for future training activities.

Post-Training Exercise. A limited duration evasion, captivity, or escape exercise designed to test and evaluate a former experientially trained SERE graduate's ability to apply SERE tactics, techniques, and procedures in line with CoC/SERE policy and doctrine.

Reintegration. A critical, straightforward process that the DoD uses to gather necessary tactical and strategic intelligence and personnel recovery information (including SERE-related information) from recovered isolated personnel. Additionally, through proper decompression, the reintegration process provides for the health and welfare of recovered isolated personnel. The process provides the best opportunity for recovered isolated personnel to effectively return to their DoD duties. Critical to the process are the controls the reintegration team establishes to limit contact with the returnee(s) as recommended by the DoD SERE psychologist to the Reintegration Team Chief. This ensures the right personnel (to include the next-of-kin) meet with the returnee(s) at the right time during the process. The stresses of isolation and return cannot be overstated and strict control is required both to obtain necessary intelligence from the returnee(s), but also to ensure their physical, mental, and psychological well-being. (See reintegration policy and documentation for details of this process)

Resistance Training. All training activities designed to prepare an individual for survival and resistance in captivity or detention from time of capture until the individual is no longer under control of the captor.

Resistance Training Laboratory. A training laboratory event conducted in a facility separate from the academic classrooms, used to simulate a captivity/detention situation and designed to create a series of challenges, experiences, and/or dilemmas requiring individuals to apply resistance and escape policy, doctrine, tactics, techniques, and procedures.

RT-Qualified SERE psychologist. A DoD psychologist who has completed the procedures outlined in Enclosure D and has been assigned to a DoD SERE school or a unit that regularly conducts SERE high-risk role-play activities. RT-Qualified SERE psychologists can provide oversight to high-risk role-play activities conducted in support of SERE education and training, as well as assist JPRA, CCMDs, and Military Departments during the reintegration process.

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SERE Certified Psychologist. A DoD psychologist who has completed the procedures outlined in Enclosure D and can assist JPRA, CCMDs, and Military Departments during the reintegration process.