



Establishing Prevention, Assistance, and Response (PAR) Capabilities

Prevention Assistance Response (PAR) Capability

The implementation of PAR capabilities applies to the DoD Enterprise and seeks to create a safer environment for all DoD personnel (military and civilians). PAR capabilities represent a network of multi-disciplinary efforts, each led by a functional expert operating at the installation level. These experts assist commanders and their equivalent civilian leaders define the risk to DoD personnel, organizations, installations, or separate facilities and recommend proportional responses to mitigate or eliminate this risk. Furthermore, PAR capabilities identify and provide assistance and remedies to organizational personnel at risk for potentially violent behavior.

The PAR Network

What constitutes a network of multi-disciplinary efforts? In real terms, PAR capabilities are dictated by the resources and expertise available to the installation leadership. In the optimum situation, PAR capabilities encompass many, if not all, of the following areas: legal; military and civilian personnel management; defense contract administration; chaplain; military criminal investigative organizations; family advocacy; suicide prevention; sexual harassment and assault; drug and alcohol programs; mental health; law enforcement; physical, personnel, industrial, and information security and assurance, including digital information protection; and privacy program. Each advisor shall be an expert in their field and certified as one in accordance with departmental or Component standards. The principal goal is to leverage and synchronize existing personnel support programs and processes into a comprehensive effort, using onboard functional experts to advise the installation commander or civilian equivalent. Components, installations, and facilities that have PAR-like capabilities in place and are operational are not required to establish a separate set of duplicative capabilities.

PAR Implementation Goals

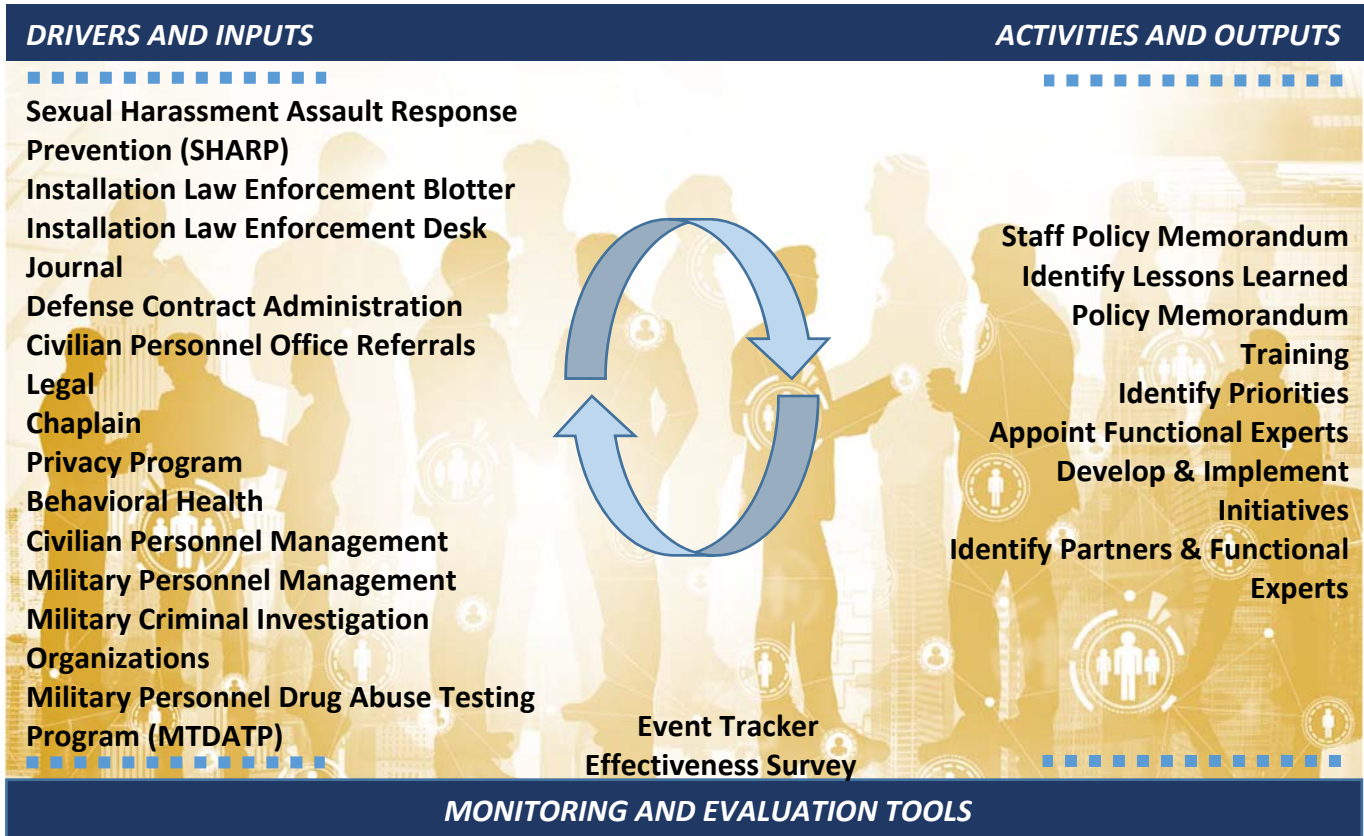
Goal 1: Provide information and advice to installation Commanders and Equivalent Civilian Leaders to fully inform their risk or threat assessment(s).

Goal 2: Integrate PAR capabilities at the Installation with Component programs focused on deterring, detecting, and preventing threats from insiders.

Goal 3: Promote and facilitate information sharing to collect and analyze relevant data from authorized sources.

Goal 4: Render support to employees who are victims of or impacted by violence; and provide assistance and referrals to support programs.

PAR Implementation Planning



OUTCOMES

SHORT TERM <i>(Initial Launch)</i>	Develop Program ✓ Improve Functional Experts ✓ Network ✓ Installation Awareness ✓ Increase Visibility ✓ Educate Command Teams on PAR and Installation Prevention Team Process ✓
MID - TERM <i>(Years 1-3)</i>	Improve Processes ✓ Decrease Workplace Violence ✓ Increase Talks between Personnel and Leaders ✓
LONG TERM <i>(Years 3+)</i>	Decrease Workplace Violence ✓ Make a Legacy Program ✓

PAR Resources

- [Insider Threat Toolkit](#)
- [Insider Threat Indicators in User Activity Monitoring Job Aid](#)
- [DoD Prevention Assistance Response Capabilities Memorandum](#)
- [DoD Prevention, Assistance, and Response Capabilities Video Short](#)
- [Insider Threat Program Kinetic Violence Self-Assessment: Lessons Learned From School Safety](#)