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ATZR-C (600-85a2)

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: CG Policy Memorandum #12, Alcohol and Drug Prevention and Limited Use Policy

1. References:

- a. Army Regulation (AR) 600-85, Army Substance Abuse Program
- b. AR 600-63, Army Health Promotion
- c. Fort Sill Regulation 600-85, Alcoholic Beverages

2. Purpose. To provide guidance and establish the Fort Sill Army Substance Abuse Program (ASAP) policy to support readiness and personal responsibility, and to highlight the importance of the Limited Use Policy as an element of the Command's overall substance abuse policy.

3. Background. ASAP is the Commander's program that promotes unit and personal readiness by emphasizing deterrence, prevention, education, and early identification of alcohol and substance abuse problems. The misuse and abuse of alcohol and illicit substances is detrimental to mission readiness and individual well-being and can contribute to harmful behaviors. Therefore, leaders at all levels, military and civilian, must serve as models of responsible behavior emphasizing prevention, and early prevention and assist in the identification and appropriate referral of those needing treatment. Health and welfare inspections, leaders' emphasis on zero tolerance, and education on harmful effects are helpful deterrence tools. Likewise, leaders must leverage administrative or disciplinary actions when prevention, education, and treatment fail.

4. Discussion.

a. Leaders have a responsibility to support the Army's policy of alcohol deglamorization. This includes ensuring that the consumption of alcohol is safe, voluntary, and within appropriate levels (example no more than two standard drinks per day) at organized social events, such as hail and farewells, dining-ins, or unit dinners as well as informal events, such as promotion parties. Leaders must also address underage drinking, excessive alcohol intake/binge drinking that causes blood alcohol concentration to raise to .08% or more, and other identified alcohol issues. At all levels,

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leaders must set the example through their personal behavior and directly encourage prevention, moderation, and responsible use of alcohol.

b. At all levels, leaders must exemplify responsible behavior through their actions. This includes refraining from making statements or self-disclosures that glamorize or normalize binge drinking. Leaders are expected to actively promote prevention, moderation, and responsible alcohol use to foster a culture that discourages binge drinking.

c. As a primary prevention strategy, leaders should employ person-centered engagement to evaluate their Soldiers, identifying indicators of potential substance misuse linked to life stressors and personality traits such as impulsivity and sensation seeking. Leaders are encouraged to utilize the Unit Risk Inventory and other assessment tools to gauge their Soldiers' capacity for making low-risk decisions. Additionally, they should provide prevention training and other opportunities as needed to mitigate high-risk outcomes.

d. Prevention Training. ASAP staff provide alcohol and substance abuse training to Soldiers, Family members, Civilians, and Retirees through various face-to-face engagements and approved venues (e.g., Microsoft Teams). Training highlights local laws, extent of abuse, availability of counseling, rehabilitation services, and alternatives to alcohol and other drug abuse. Commanders will incorporate mandatory alcohol and drug abuse prevention annual training into the overall training plan for the unit and determine its duration, location, and means for conduct. Training will be conducted face-to-face by unit leaders and/or subject matter experts, as available and needed. Completed training information should be made available by the units to ASAP for input into Drug and Alcohol Management Information System (DAMIS). Additional support for adolescent Family Members is provided through Adolescent Support and Counseling Services through local schools. Prevention training data may be provided to Integrated Prevention Advisory Group.

e. Commanders will conduct random urinalysis testing using test code 'Inspection Random', monthly at a minimum rate of 10 percent of assigned end-strength each month. Soldiers not selected for random urinalysis during the first three quarters of each fiscal year will be selected for testing during the fourth quarter using the test code 'Inspection Other'. Commanders should not use unit sweep testing, testing code 'Inspection Unit' to meet this requirement.

f. Commanders may direct competence for duty urinalysis testing code "CO" to determine if the Soldier is competent for duty, or in need of counseling, rehabilitation, or medical treatment based on uncharacteristic behavior. Leaders should also ensure Soldiers are making their medical appointments for health issues that may be contributing to unusual behaviors for competence for duty testing reference AR 600-85, paragraphs 4-5.

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(1) All Soldiers who test positive for illicit substances, illegitimate use of prescription medication or have an alcohol-related incident will attend Prime for Life. ASAP will communicate this requirement to Commanders; notification will include an enrollment date for Prime of Life. Attendance will be tracked in the DAMIS.

(2) Alcohol-related incidents are defined as: those with alcohol as the primary offense (e.g., DWI/DUI, public intoxication, alcohol related reckless driving, underage possession and/or consumption, drunk and disorderly, etc.) that are reportable or that result in disciplinary actions.

(3) Alcohol-involved incidents are offenses or documented high-risk events where alcohol was involved (e.g., domestic violence, child abuse, assault, suicide attempts, other forms of self-injury, etc.).

(4) Command Teams at all echelons have the discretion to enroll Soldiers suspected of alcohol abuse into ADAPT and/or refer them to Substance Use Disorder Clinical Care (SUDCC) for an assessment.

g. Battalion and Unit Prevention Leaders (BPL/UPL) will be appointed in accordance with (IAW) the requirements outlined in Reference A and certified by ASAP staff. B/UPLs will implement the unit ASAP program IAW reference A and ensure it includes drug testing, prevention education, and trend analysis.

h. Treatment. Impaired performance or misconduct can be early signs of potential alcohol or substance abuse. Referral of individuals who demonstrate alcohol or drug abuse is key to intervention and rehabilitation. Civilians, family members, and retirees can utilize the Employee Assistance Program (EAP) for substance abuse and/or work-related issues. Civilian supervisors may also make referrals to the EAP. Treatment for Soldiers is provided by the Substance Use Disorder Clinical Care (SUDCC), formerly ASAP Clinic/ASAP Counseling Center. Enrollment in SUDCC occurs through:

(1) Command Referral: Commanders will, within 5 duty days of a documented drug or alcohol incident or notification of a positive drug or alcohol test result, refer the identified Soldier to SUDCC using a signed DA Form 8003 – Command Referral for a substance use disorder evaluation. Commanders will provide an escort for Command referred Soldiers. Moreover, Commanders will also ensure monthly rehabilitation drug and/or alcohol testing for all SUDCC enrolled Soldiers.

(2) Voluntary Alcohol-Related Behavioral Health Care: Soldiers meeting specific criteria may receive treatment without being enrolled in mandatory substance abuse treatment. This encourages Soldiers to seek help earlier and will improve readiness by decreasing unnecessary enrollment and deployment limitations.

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i. The Limited Use Policy supports early identification and care of Soldiers with substance use disorders as well as rehabilitation and retention. Unless waived under the circumstances listed in paragraph 10–13d, Limited Use Policy prohibits the use, by the government, of protected evidence against a Soldier in actions under the UCMJ or on the issue of characterization of service in administrative proceedings. Additionally, the policy limits the characterization of discharge to “Honorable” if protected evidence is used. For limitations and implementation, reference AR 600-85, paragraphs 10-11 through 10-13 and consult your Legal team.

j. The ASAP Office will brief Leaders about the status of their programs and highlight issues (for example, drug abuse trends, testing rates, etc.).

5. Fort Sill Members work to reduce binge drinking culture by applying low risk drinking standard to prevent impairment problems that could lead to harmful behaviors.

6. This policy will be posted on unit bulletin boards. All brigade, battalion, and battery commands will ensure all Soldiers, Families, and DA Civilians are informed of this policy.

7. This policy memorandum remains in effect until superseded or rescinded in writing.

8. The point of contact for this policy memorandum is the ASAP Program Manager Mr. Jacob Khalifeh at jasser.j.khalifeh.civ@army.mil.



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