

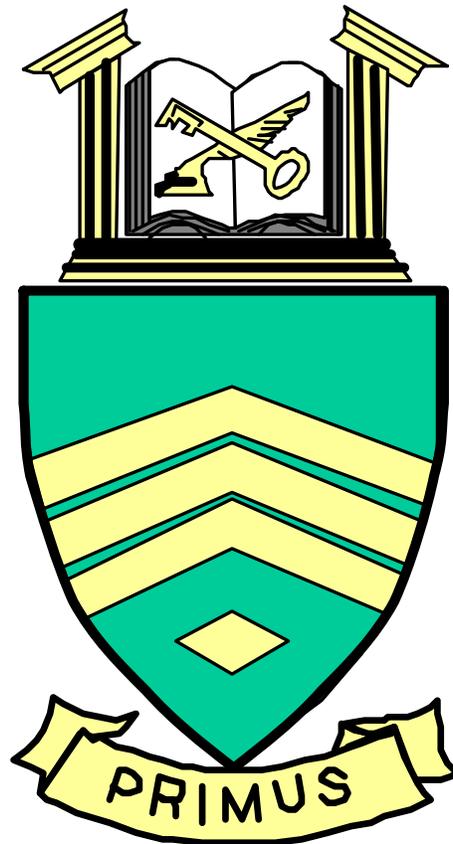
U.S. ARMY SERGEANTS MAJOR ACADEMY (FSC-TATS)

L669

OCT 04

SUPERVISE THE IMPLEMENTATION OF THE ARMY SUBSTANCE
ABUSE PROGRAM (ASAP)

TRAINING SUPPORT PACKAGE



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TRAINING SUPPORT PACKAGE (TSP)

TSP Number / Title	L669 / ARMY SUBSTANCE ABUSE PROGRAM
Effective Date	01 Oct 2004
Supersedes TSP(s) / Lesson(s)	L669, Alcohol and Drug Abuse Prevention and Control Program, May 01
TSP Users	521-SQIM, First Sergeant Course
Proponent	The proponent for this document is the Sergeants Major Academy.
Improvement Comments	<p>Users are invited to send comments and suggested improvements on DA Form 2028, <i>Recommended Changes to Publications and Blank Forms</i>. Completed forms, or equivalent response, will be mailed or attached to electronic e-mail and transmitted to:</p> <p>COMDT USASMA ATTN ATSS DCF BLDG 11291 BIGGS FIELD FORT BLISS TX 79918-8002</p> <p>Telephone (Comm) (915) 568-8875 Telephone (DSN) 978-8875</p> <p>E-mail: atss-dcd@bliss.army.mil</p>
Security Clearance / Access	Unclassified
Foreign Disclosure Restrictions	FD5. This product/publication has been reviewed by the product developers in coordination with the USASMA foreign disclosure authority. This product is releasable to students from all requesting foreign countries without restrictions.

PREFACE

Purpose

This Training Support Package provides the instructor with a standardized lesson plan for presenting instruction for:

Task Number

Task Title

081-831-9026

Supervise the Implementation of the Army's Alcohol and Drug Prevention/Control Program (ADAPCP)

This TSP
Contains

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**ARMY SUBSTANCE ABUSE PROGRAM
L669 / Version 1
01 Oct 2004**

SECTION I. ADMINISTRATIVE DATA

All Courses Including This Lesson

<u>Course Number</u>	<u>Version</u>	<u>Course Title</u>
521-SQIM	1	First Sergeant Course

Task(s) Taught(*) or Supported

<u>Task Number</u>	<u>Task Title</u>
081-831-9026	Supervise the Implementation of the Army's Alcohol and Drug Prevention/Control Program (ADAPCP)

Reinforced Task(s)

<u>Task Number</u>	<u>Task Title</u>
None	

Academic Hours

The academic hours required to teach this lesson are as follows:

	<u>Resident Hours/Methods</u>
	1 hr 20 mins /Conference / Discussion 30 mins /Practical Exercise (Performance)
Test	0 hrs
Test Review	0 hrs
Total Hours:	2 hrs

Test Lesson Number

	<u>Hours</u>	<u>Lesson No.</u>
Testing (to include test review)	3 hrs	E652 version 1

Prerequisite Lesson(s)

<u>Lesson Number</u>	<u>Lesson Title</u>
None	

Clearance Access

Security Level: Unclassified
Requirements: There are no clearance or access requirements for the lesson.

Foreign Disclosure Restrictions

FD5. This product/publication has been reviewed by the product developers in coordination with the USASMA foreign disclosure authority. This product is releasable to students from all requesting foreign countries without restrictions.

References

<u>Number</u>	<u>Title</u>	<u>Date</u>	<u>Additional Information</u>
AR 600-85	ARMY SUBSTANCE ABUSE PROGRAM (ASAP)	01 Oct 2001	

Student Study Assignments

Before class--

- Read AR 600-85, chapters 1 thru 8, and skim App B.

During class--

- Participate in class discussion and complete/review PE.

After class--

- Turn in recoverable materials.

Instructor Requirements

1:16, FSC graduate, served as 1SG, ITC, SGITC, and VTT-ITC (VTT only) qualified.

Additional Support Personnel Requirements

<u>Name</u>	<u>Stu Ratio</u>	<u>Qty</u>	<u>Man Hours</u>
One site coordinator at each VTT site to operate the TNET equipment and coordinate classroom instruction. Must be FSC grad, served as 1SG, ITC, and SGITC qualified. (Enlisted)	1:16	3	2 hrs

Equipment Required for Instruction

<u>Id Name</u>	<u>Stu Ratio</u>	<u>Instr Ratio</u>	<u>Spt</u>	<u>Qty</u>	<u>Exp</u>
441-06 LCD PROJECTION SYSTEM	1:16	1:1	No	1	No
6730-00-577-4813 SCREEN, PROJECTION	1:16	1:1	No	1	No
702101T134520 DELL CPU, MONITOR, MOUSE, KEYBOARD	16:16	1:1	No	1	No
7110-00-T81-1805 DRY ERASE BOARD	1:16	1:1	No	1	No
7510-01-424-4867 EASEL, (STAND ALONE) WITH PAPER	1:16	1:1	No	1	No
FSC-1 TNET COMMUNICATIONS EQUIPMENT SUITE (VTT LESSON ONLY)	1:16	1:1	Yes	1	No
FSC-2 TNET ROOM EQUIPMENT SUITE (VTT LESSON ONLY)	1:16	1:1	Yes	1	No
FSC-3 TNET AUDIO/VIDEO LINKAGE EQUIPMENT (VTT LESSON ONLY)	1:16	1:1	Yes	1	No
SNV1240262544393 36 - INCH COLOR MONITOR W/REMOTE CONTROL AND LUXOR STAND	1:16	1:1	No	1	No

* Before Id indicates a TADSS

**Materials
Required**

Instructor Materials:

- VGTs: 24.
- TSP.
- AR 600-85.

Student Materials:

- AR 600-85.
 - Pen or pencil and writing paper.
-

**Classroom,
Training Area,
and Range
Requirements**

CLASSROOM XXI WITH T-NET CAPABILITY (VTT)
CLASSROOM, GENERAL PURPOSE, 600 SF, 16 PN

**Ammunition
Requirements**

<u>Id</u>	<u>Name</u>	<u>Exp</u>	<u>Stu Ratio</u>	<u>Instr Ratio</u>	<u>Spt Qty</u>
	None				

**Instructional
Guidance**

NOTE: Before presenting this lesson, instructors must thoroughly prepare by studying this lesson and identified reference material.

NOTE: Divide the class into 3 groups/sites and assign them homework to complete prior to class. The groups/sites will discuss and prepare a short briefing on their assigned subject areas. Ensure each group/site selects a leader and a recorder to do their portion of the briefings.

Assignments:

- Group/site 1, ELO A, ASAP mission/objectives, principles, eligibility, policies/controls (AR 600-85, para 1-30 thru 1-33), alcohol sanctions (para 1-34) and ELO B, para 1-26 and 1-27 (UPL responsibility).
- Group/site 2, ELO C, (AR 600-85, para 2-1 thru 2-6h(3)), ELO D, (para 3 thru 3-12a thru e), and ELO E, (para 4-1 thru 4-10, App B, para B-8 and para 5-2 thru 5-4).
- Group/site 3, ELO F, (para 6-3 thru 6-5 and para 7-5), and ELO G, (para 8-1 thru 8-4).

Before class--

- Read all TSP Materials.
- Issue student reference material during student inprocessing.
- Conduct this lesson using the Small Group Instruction method and generate discussion among the students through the use of the questions within the lesson.

During class--

- Cover all learning objectives.
- The facilitator may need to create additional questions to ensure student participation continues throughout the lesson material.
- The DL (VTT) instructor will select an appropriate site before asking a student a question.
- Ask the students to talk about the program as it relates to their unit or their own experiences.

After class--

- Collect recoverable material.
 - Report any lesson discrepancies to the Chief Instructor.
-

**Proponent
Lesson Plan
Approvals**

<u>Name</u>	<u>Rank</u>	<u>Position</u>	<u>Date</u>
Colyer, Donald J.	GS09	Training Specialist	
Adams, Chris L.	SGM	Chief Instructor, FSC	
Graham, Kevin L.	MSG	Chief, FSC	
Gratton, Steven M.	SGM	Chief, Functional Courses	
Bucher, George V.	GS11	Chief, CMD	
Lemon, Marion	SGM	Chief, CDDD	

SECTION II. INTRODUCTION

Method of Instruction: <u>Conference / Discussion</u>
Technique of Delivery: <u>Small Group Instruction (SGI)</u>
Instructor to Student Ratio is: <u>1:16</u>
Time of Instruction: <u>5 mins</u>
Media: <u>None</u>

Motivator

Main camera on the instructor. Ask each site coordinator at the distance learning sites if they are prepared for training.

Commanders at all levels are responsible for the implementation of ASAP and the accomplishment of its objectives, including evaluation of the program and its impact within their organization. In order for the Army to be "fit to fight" and win the next battle, every soldier must operate at peak efficiency, both physically and mentally. There is no room in battle for soldiers who are unable to perform their combat missions due to incapacitation by alcohol or other drugs.

Unit first sergeants play an essential role in management of the unit ASAP. This lesson will assist you in ensuring your soldiers stay "fit to fight." It provides you the necessary training to implement and manage an effective unit ASAP.

Terminal Learning Objective

NOTE: Inform the students of the following Terminal Learning Objective requirements. At the completion of this lesson, you [the student] will:

Action:	Analyze the Army Substance Abuse Program (ASAP).
Conditions:	As a first sergeant in a classroom environment given AR 600-85 and student handouts.
Standards:	Analyzed the Army Substance Abuse Program (ASAP) IAW AR 600-85.

Safety Requirements

None

Risk Assessment Level

Low

Environmental Considerations

NOTE: It is the responsibility of all soldiers and DA civilians to protect the environment from damage.

None

Evaluation

You will take a multiple choice examination. The examination will contain questions from this and other lessons. You must correctly answer 70 percent or more of the questions on the examination to receive a GO.

**Instructional
Lead-In**

ASAP is a personnel program that includes prevention, identification, education, and rehabilitation services. The program includes nonresidential and partial inpatient care program. The ASAP is responsive to the chain of command and supports the morale, safety, and combat readiness of the Army (AR 600-85, p 68, Glossary). This lesson will acquaint you with the program and will make it easier for you, as 1SG, to deal with any drug and alcohol problem that you may encounter in your unit.

SECTION III. PRESENTATION

NOTE: Inform the students of the Enabling Learning Objective requirements.

A. ENABLING LEARNING OBJECTIVE

ACTION:	Interpret the Army Substance Abuse Program (ASAP).
CONDITIONS:	As a first sergeant in a classroom environment given AR 600-85.
STANDARDS:	Interpreted the Army Substance Abuse Program (ASAP) IAW AR 600-85.

1. Learning Step / Activity 1. The Army Substance Abuse Program

Method of Instruction: Conference / Discussion
Technique of Delivery: Small Group Instruction (SGI)
Instructor to Student Ratio: 1:16
Time of Instruction: 10 mins
Media: VGT-1 thru VGT-8

NOTE: Ensure that the group leader states the ELO.

Group 1 will start with their portion of the assigned areas. During the lead-in statement, I stated that ASAP is a program designed to prevent and control the abuse of drugs and alcohol. These discussions will help us understand how ASAP works for you and your commander.

NOTE: Use the following question to initiate the group discussion.

QUESTION: What are the ASAP mission and objectives?

ANSWER: See VGT-1 and VGT-2.

NOTE: As a minimum, the group should cover the information on the slides. Encourage the students to paraphrase rather than read verbatim from the regulation. The students should cite examples for each bullet.

SHOW VGT-1, ASAP MISSION/OBJECTIVES

ASAP MISSION/OBJECTIVES

- Increase individual fitness/unit readiness.
- Provide services that emphasize drug and alcohol deterrence, prevention, education and treatment.
- Implement alcohol/drug abuse risk reduction.
- Restore to duty substance-impaired soldiers who have potential for continued military service.
- Provide alcohol and drug-free leisure activities.

L888/OCT04V/OT-1 First Sergeant Course

Ref: AR 600-85, p 8, para 1-30a thru e

REMOVE VGT-1

SHOW VGT-2, ASAP MISSION/OBJECTIVES (cont)

ASAP MISSION/OBJECTIVES (cont)

- Ensure personnel assigned to ASAP staff are experienced and properly trained.
- Reduce alcohol and drug abuse by civilians to achieve maximum productivity and reduce absenteeism and attrition of civilians.
- Improve readiness by extending services to total Army.
- Ensure quality customer service.

L888/OCT04V/OT-2 First Sergeant Course

Ref: AR 600-85, p 8, para 1-30f thru i

NOTE: Allow the students to interact and exchange ideas and experiences.

REMOVE VGT-2

NOTE: Ensure the group understands that the ASAP is a command program that emphasizes readiness and personal responsibility (AR 600-85, p 8, para 1-31).

NOTE: Ensure the students discuss the ASAP principles on VGTs 3 and 4.

SHOW VGT-3, ASAP PRINCIPLES

ASAP PRINCIPLES

- Alcohol/drug abuse are inconsistent with Army policy and standards.
- Commanders intervene early and refer suspected/identified soldiers to ASAP.
- ASAP participation is mandatory (Article 86 violation if not attended).
- Alcohol/drug abusers may be enrolled in ASAP.
- Failure to participate or successfully complete rehabilitation will result in administrative separation.

L888/OCT04V/OT-3 First Sergeant Course

Ref: AR 600-85, p 8, para 1-31a thru e

REMOVE VGT-3

SHOW VGT-4, ASAP PRINCIPLES (cont)

ASAP PRINCIPLES (cont)

- ASAP addressed as single program.
- Commander retains authority to make decisions.
- ASAP available to civilians and dependents.
- Aggressive biochemical program serves as a deterrent to drug and alcohol abuse.
- High priority given to prevention/education.
- Commander will refer individuals involved in alcohol related workplace violence to ASAP.
- Law enforcement will not infiltrate nor solicit information from soldiers in ASAP.

L888/OCT04V/OT-4 First Sergeant Course

Ref: AR 600-85, p 9, para 1-31f thru n

NOTE: Ensure the students discuss the second bullet on VGT 4. The commander's authority to make personnel decisions, e.g., personnel separations, bar to reenlistment, and extension on active duty.

ASAP authorizes services for personnel who are eligible to receive military medical services or federal civilian employees occupational health services programs.

NOTE: Make sure that the students discuss the bullets on VGT-5.

SHOW VGT-5, ASAP ELIGIBILITY CRITERIA

ASAP ELIGIBILITY CRITERIA

- U.S. citizen DOD civilian employees.
- Foreign national employees with Status of Forces Agreement treatment arrangements.
- Retired military personnel.
- Family members of eligible personnel.
- Other service personnel when under control of an Army installation commander.
- ARNG/USAR not on active duty on a space/resource available basis.

L88B/OCT04V/01.5 First Sergeant Course

Ref: AR 600-85, p 9, para 1-32

REMOVE VGT-5

NOTE: Use the following question to ensure the group discusses the Army's alcohol policies and controls.

QUESTION: What are the Army alcohol policies and controls?

ANSWER: Focus on all the bullets but ensure the soldiers discuss what unannounced unit inspections and alcohol testing can do (Bullet number five).

- Promote military fitness, good order, and discipline.
- Promotes safety.
- Increase awareness of the effect alcohol consumption has on duty performance, health, and safety.
- Prevent and deter alcohol abuse.
- Assists in early identification and referral to the ASAP.

SHOW VGT-6, ALCOHOL POLICIES AND CONTROLS

ALCOHOL POLICIES AND CONTROLS

- Maintain workplace alcohol free.
- Alcohol abuse and misconduct not tolerated.
- Commanders must educate the soldiers about alcoholism and its effects.
- Commanders must identify soldiers that abuse alcohol and refer them for screening, prevention training, and treatment.
- Unannounced unit inspections and testing for alcohol.

L88B/OCT04V/01.6 First Sergeant Course

Ref: AR 600-85, pp 9 and 10, para 1-33a thru e

NOTE: The briefer should also discuss the fact that:

- Commanders should confront all suspected alcohol abusers with the specifics of their behavior, performance, and conduct.
- Self referral does not take away accountability for alcohol related misconduct. Rehab failure requires initiation of separation action.
- If soldiers identified as alcohol abusers wish to remain in the Army, they must successfully complete ASAP education or rehabilitation program.

Ref: AR 600-85, p 10, para 1-33f thru g

REMOVE VGT-6

Now that we know the policies and controls, the group will now talk about the sanctions that can result due to drug and alcohol abuse.

NOTE: Allow the students to interact and cite some personal experiences.

SHOW VGT-7, ALCOHOL SANCTIONS

ALCOHOL SANCTIONS

- **Administrative separation for misconduct involving alcohol, drunk on duty or DWI.**
- **Military on duty will not have alcohol blood level of .05 grams per 100 milliliters of blood.**
- **Detoxify and provide medical treatment to soldiers identified as alcohol dependent.**

L889/OCT04/V01-7 First Sergeant Course

Ref: AR 600-85, p 10, para 1-34a thru c

REMOVE VGT-7

SHOW VGT-8, ILLEGAL DRUGS AND SANCTIONS

ILLEGAL DRUGS AND SANCTIONS

All soldiers, including Title 10 ARNG and USAR, identified as drug abusers will:

- Be referred to ASAP for screening.
- Be processed for an administrative discharge IAW AR 635-200 (except self referrals).
- Discharge IAW CH 14, AR 635-200 for drug trafficking.
- Be considered for disciplinary action under UCMJ.

LE00/OCT04/V07-0

First Sergeant Course

Ref: AR 600-85, pp 10 and 11, para 1-35a and b

REMOVE VGT-8

We will now discuss the commander's ASAP responsibilities.

CHECK ON LEARNING:

QUESTION: What are four of the nine ASAP objectives?

ANSWER:

- Increase individual fitness and overall unit readiness.
- Provide services that provide adequate and responsive to the needs of the total workforce and emphasize alcohol and other drug abuse deterrence, prevention, education, and treatment.
- Implement alcohol and other drug risk reduction and prevention strategies that respond to potential problems before they jeopardize readiness, productivity, and careers.
- Restore to duty those substance-impaired soldiers who have the potential for continued military service.
- Provide effective alcohol and other drug abuse prevention and education at all levels of command, and encourage commanders to provide alcohol and drug-free leisure activities.
- Ensure all military and civilian personnel assigned to ASAP staffs are appropriately trained and experienced to accomplish their mission.
- Achieve maximum productivity and reduce absenteeism and attrition among DA civilian employees by reducing the effects of the abuse of alcohol and other drugs.
- Improve readiness by extending services to the total Army.
- Ensure quality customer service.

Ref: AR 600-85, p 8, para 1-30a thru i

B. ENABLING LEARNING OBJECTIVE

ACTION:	Determine the commander's responsibilities.
CONDITIONS:	As a first sergeant in a classroom environment given AR 600-85.
STANDARDS:	Determined the commander's responsibilities IAW AR 600-85.

1. Learning Step / Activity 1. ASAP Responsibilities

Method of Instruction: Conference / Discussion
Technique of Delivery: Small Group Instruction (SGI)
Instructor to Student Ratio: 1:16
Time of Instruction: 5 mins
Media: VGT-9 and VGT-10

NOTE: Ensure the group leader reads the ELO.

As the first sergeant, one of your responsibilities is to ensure that the commander implements all of the programs that are necessary to run an effective company. In order for you to do that, you must know what your commander's ASAP responsibilities are. Group 1 will complete their briefing by discussing the commander's ASAP responsibilities.

NOTE: Encourage the students to present their briefings and relate any experiences they may have on this subject. Do not allow them to read the answer verbatim. As a minimum, have the students discuss the bullets on VGT-9 and VGT-10.

SHOW VGT-9, COMMANDERS OF COMPANIES/DETACHMENTS WILL:

<p style="text-align: center;">COMMANDERS OF COMPANIES/ DETACHMENTS WILL:</p> <ul style="list-style-type: none">• Appoint officer or NCO (SGT or above) as Unit Prevention Leaders (UPL).• Implement biochemical testing program.• Implement ASAP prevention and education.• Brief all new soldiers on ASAP policies and services.• Maintain liaison with ASAP clinical and non-clinical personnel. <p style="font-size: small;">L889/OCT04/VGT-9 First Sergeant Course</p>
--

Ref: AR 600-85, p 7, para 1-26a thru e

REMOVE VGT-9

SHOW VGT-10, COMMANDERS OF COMPANIES/DETACHMENT WILL: (cont)

**COMMANDERS OF COMPANIES/
DETACHMENTS WILL: (cont)**

- **Maintain ASAP elements while deployed.**
- **Support soldier risk reduction.**
- **Work with Risk Reduction Coordinator.**
- **Immediately report all offenses of illegal possession, use, or referral to the Provost Marshal.**
- **Assess program and provide feedback to the Risk Reduction Coordinator.**

L888/OCT04V/07-10 First Sergeant Course

Ref: AR 600-85, p 7, para 1-26f thru j

NOTE: Ask the following question to lead into the UPL areas.

QUESTION: What duties does the unit prevention leader (UPL) have?

ANSWER: The unit prevention leader will:

- a. Design, implement, and evaluate the unit prevention plan.
- b. Assist in new personnel ASAP briefing.
- c. Administer the unit biochemical-testing program.
- d. Inform the commander on the status and trends in alcohol and drug abuse.
- e. Maintain liaison with ASAP counseling center while deployed.
- f. Develop, coordinate, and deliver informed prevention education.
- g. Develop command support for prevention activities by establishing an open, honest, and trusting relationship with unit commanders and subordinate leaders.
- h. Advise and assist unit leaders on all ASAP matters.

Ref: AR 600-85, p 7, para 1-27a thru h

REMOVE VGT-10

CHECK ON LEARNING:

QUESTION: Who administers the unit biochemical program?

ANSWER: The UPL administers the unit biochemical program.

Ref: AR 600-85, p 7, para 1-27c

Unless there are any questions, Group 2 will now do their portion of the briefing. The subjects are drug abuse prevention measures; identification, referral, screening and education measures, and the ASAP rehabilitation process.

C. ENABLING LEARNING OBJECTIVE

ACTION:	Determine alcohol and other drug abuse prevention measures.
CONDITIONS:	As a first sergeant in a classroom environment given AR 600-85.
STANDARDS:	Determined alcohol and other drug abuse prevention measures IAW AR 600-85.

1. Learning Step / Activity 1. Alcohol and other drug abuse prevention measures

Method of Instruction: Conference / Discussion
Technique of Delivery: Small Group Instruction (SGI)
Instructor to Student Ratio: 1:16
Time of Instruction: 10 mins
Media: VGT-11 thru VGT-14

NOTE: Introduce Group/site 2 as the next briefer. Ensure the group leader states each ELO prior to their briefing.

Many people require a significant emotional event to gain their attention. If a soldier is fully aware of life shattering consequences of drug and alcohol abuse, they may turn away from the use or abuse of drugs or alcohol. As first sergeants you must ensure that your soldiers receive an abundance of prevention education.

NOTE: Use the questions and VGTs provided to encourage student interaction. The students should use examples or experiences to emphasize the learning process. Use the following question to stimulate the Group 2's discussion.

QUESTION: What is the definition of prevention?

ANSWER: Alcohol and other drug abuse prevention includes all measures taken to deter and reduce the abuse or misuse of alcohol and other drugs to the lowest possible level.

Ref: AR 600-85, p 11, para 2-1

NOTE: The instructor may use the following questions and slides to ensure the briefer covers the required lesson content.

SHOW VGT-11, ALCOHOL/DRUG ABUSE PREVENTION OBJECTIVES

ALCOHOL/DRUG ABUSE PREVENTION OBJECTIVES

- Prevent, deter, and reduce alcohol and drug use.
- Provide soldiers with substance abuse prevention and awareness training:
 - ASAP policies and services.
 - Consequences of alcohol/drug abuse.
 - Incompatibility of alcohol/drug abuse with physical/mental fitness, readiness, and Army values

L888/OCT04/V07-11 First Sergeant Course

Ref: AR 600-85, p 11, para 2-2a and b(1) thru (3)

NOTE: Ask the students to for personal experiences as they discuss the objectives. Ensure they discuss the prevention policies.

REMOVE VGT-11

SHOW VGT-12, PREVENTION POLICIES

PREVENTION POLICIES

- Tailored to diverse groups and integrated with other mission-related efforts.
- Emphasize cooperation with the total community and encourage military involvement in drug/alcohol prevention.
- Education/training programs should include the effects and consequences of alcohol/drug use.
- Alcohol deglamorization is an essential element of the Army prevention program.

L888/OCT04/V07-12 First Sergeant Course

Ref: AR 600-85, pp 11 and 12, para 2-3a thru d

REMOVE VGT-12

SHOW VGT-13, PREVENTION POLICIES (cont)

PREVENTION POLICIES (cont)

- **Commanders/supervisors should have the information and skills to enable early identification of substance abusers.**
- **Alcohol/drug abuse education conducted throughout the Army Training System.**
- **Risk reduction prevention supports readiness and is promoted at all levels.**
- **Installation plan promotes full range of services available and an identified evaluation methodology.**

LS00/OCT04/V07-13 First Sergeant Course

Ref: AR 600-85, p 12, para 2-3e thru i

REMOVE VGT-13

NOTE: Ask the following question to get a brief explanation of the risk reduction program (RPP).

QUESTION: What is the Risk Reduction Program (RRP) and what does it provide the commander?

ANSWER: RRP is a critical element of comprehensive installation prevention programs. It provides commanders and human resource personnel with a means of identifying and preventing high-risk problem behavior which can directly impact individual and unit combat readiness. Installation commanders should implement and maintain the RRP to obtain its readiness enhancement benefits.

Ref: AR 600-85, p 12, para 2-5

QUESTION: At a minimum, how many hours of substance abuse prevention and awareness training should all soldiers receive?

ANSWER: All soldiers will receive a minimum of four hours of alcohol and other drug abuse training per year.

Ref: AR 600-85, p 12, para 2-6a

As a first sergeant, whenever you or your unit leaders appoint a soldier, SGT or above, to a first line supervisor position, you must ensure that he/she attends the supervisory substance abuse prevention and risk reduction education and training.

QUESTION: How soon after assuming a first line supervisor position should the soldier attend the supervisor's substance abuse prevention and risk reduction education training?

ANSWER: The training should occur within 60 days after designation of supervisory/command responsibilities.

Ref: AR 600-85, p 12, para 2-6e

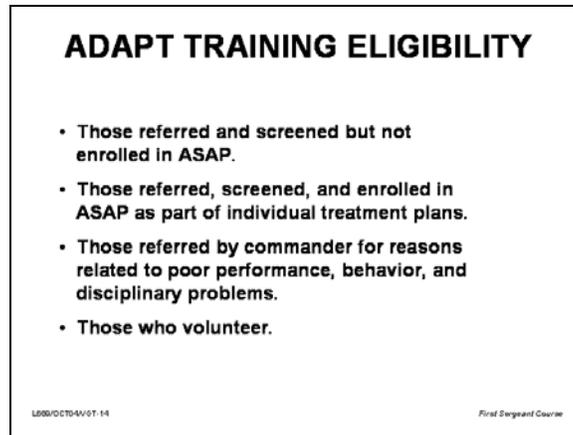
QUESTION: How does the Army implement the Alcohol and other Drug Abuse Prevention Training (ADAPT)?

ANSWER: The Army implements alcohol and other drug abuse prevention training through a minimum of 12 hours of instruction which focuses on the adverse effects and consequences of alcohol and drug abuse.

Ref: AR 600-85, p 13, para 2-6h(3)

NOTE: Allow the student's time to discuss next VGT, but don't stay on the subject too long.

SHOW VGT-14, ADAPT TRAINING ELIGIBILITY



Ref: AR 600-85, p 13, para 2-6h(3)(a) thru (d)

NOTE: Be sure to transition the group to ELO D and direct the focus to the identification, referral, screening, evaluation, and the rehabilitation team. Have the group leader state the ELO.

CHECK ON LEARNING:

QUESTION: What are the alcohol/drug abuse prevention objectives?

ANSWER:

- a. Prevent, deter, and reduce alcohol and other drug abuse.
- b. Provide soldiers with substance abuse prevention and awareness training.
 - (1) ASAP policies and services.
 - (2) Consequences of alcohol and drug abuse.
 - (3) Incompatibility of alcohol/drug abuse with physical and mental fitness, combat readiness, and Army values.

Ref: AR 600-85, p 11, para 2-2a and b(1) thru (3)

D. ENABLING LEARNING OBJECTIVE

ACTION:	Determine identification, referral, screening and evaluation procedures.
CONDITIONS:	As a first sergeant in a classroom environment given AR 600-85.
STANDARDS:	Determined identification, referral, screening and evaluation procedures IAW AR 600-85.

1. Learning Step / Activity 1. Identification, referral, screening and evaluation procedures

Method of Instruction: Conference / Discussion
Technique of Delivery: Small Group Instruction (SGI)
Instructor to Student Ratio: 1:16
Time of Instruction: 10 mins
Media: VGT-15 thru VGT-17

Drug and alcohol abuse by soldiers usually goes on for a long time before the problem surfaces. A first sergeant should be on top of the program and actively pursue the early identification of alcohol or other drug abusers in his unit to reduce or eliminate the problem quickly.

NOTE: Ask the following question to initiate the discussion. Allow the group leader to answer the question as part of the lead in into ELO D.

QUESTION: Who shares in the rehabilitation team process?

ANSWER: Commanders and the ASAP clinical staff jointly share in the rehabilitation process.

Ref: AR 600-85, p 13, chap 3

NOTE: Ensure the students discuss each method of identification and how they can implement it in their unit ASAP.

QUESTION: How can you, as a first sergeant, identify drug abusers in your unit?

ANSWER: There are five ways you can identify drug abusers in your unit:

- Voluntary (self) identification.
- Command identification.
- Biochemical identification.
- Medical identification.
- Investigation/apprehension.

Ref: AR 600-85, p 14, para 3-2 thru 3-5

NOTE: Have the students explain each of the ways.

QUESTION: What are the commander's actions when the medical review officer determines the cause of a positive drug result?

ANSWER: The commander's actions are:

- a. If the MRO determines legitimate medical use, no further action required.
- b. If the MRO determines no legitimate medical use, take actions IAW with paragraph 3-7.

NOTE: The commander has certain referral responsibilities in ASAP. The commander may designate you as his representative to handle occasional referrals actions IAW with paragraph 3-7.

Ref: AR 600-85, p 15, para 3-6d(1) and (2)

QUESTION: What are the commander's actions for referring soldiers suspected of alcohol or drug abuse?

ANSWER: See VGT-15 and VGT-16.

SHOW VGT-15, COMMANDER REFERRAL ACTIONS

**COMMANDER REFERRAL
ACTIONS**

- Coordinate with law enforcement on conduct of initial interview.
- If limited use applies, consult with the ADCO and legal advisor.
- If law enforcement does not conduct initial interview, advise the soldier of their rights (ART, 31).
- If law enforcement does not conduct investigation, inform them of the evidence.

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Ref: AR 600-85, p 15, para 3-7a(1) thru (4)

NOTE: Ensure the students discuss the bullets and give them examples on how they handle referrals in their units.

REMOVE VGT-15

SHOW VGT-16, COMMANDER REFERRAL ACTIONS (cont)

**COMMANDER REFERRAL
ACTIONS (cont)**

- If law enforcement does not conduct investigation, give soldiers the opportunity to provide additional evidence.
- If law enforcement does not conduct investigation, collect any illegal drugs and paraphernalia that soldiers volunteers.

L888/OCT04/V-07-18 First Sergeant Course

Ref: AR 600-85, p 15, para 3-7a(5) and (6)

REMOVE VGT-16

QUESTION: What should the commander do in the case of suspected or identified individuals as alcohol and/or drug abusers, including those identified through urinalysis (except those determined medical use by the MRO) and/or blood alcohol tests?

ANSWER: He should refer them to the ASAP counseling center for screening.

Ref: AR 600-85, p 15, para 3-7b

QUESTION: When must the initial screening interview with the ASAP take place?

ANSWER: The initial screening interview with a member of the ASAP counseling center will take place within five duty days after referral.

Ref: AR 600-85, p15, para 3-10a

NOTE: Ensure the students discuss who may prescribe treatment, and who determines clinical decisions.

QUESTION: What circumstances (or cases) require a medical evaluation?

ANSWER: In cases of suspected alcohol and or drug dependence and in all cases prior to entry into an ASAP partial inpatient care program.

Ref: AR 600-85, p 16, para 3-11a

NOTE: Ensure the students discuss and understand the rehabilitation and treatment procedures.

QUESTION: Who are the members of the rehabilitation team?

ANSWER: As a minimum, the team consists of the soldier, the commander and/or first sergeant, ASAP clinical staff, and others as appropriate.

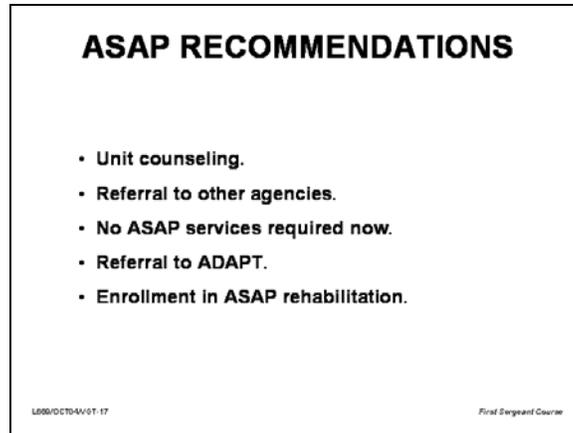
Ref: AR 600-85, p 16, para 3-12

NOTE: Remind the students that usually the commander appoints the first sergeant as his designee.

QUESTION: What actions, with input from the rehabilitation team, may the ASAP clinician recommend to the commander?

ANSWER: See VGT-17

SHOW VGT-17, ASAP RECOMMENDATIONS



Ref: AR 600-85, p 16, para 3-12a thru e

REMOVE VGT-17

CHECK ON LEARNING:

QUESTION: What are the five types of drug and alcohol abuse identification methods?

ANSWER:

- a. Voluntary (self) identification.
- b. Command identification.
- c. Biochemical identification.
- d. Medical identification.
- e. Investigation/apprehension identification.

Ref: AR 600-85, p 14, para 3-1a thru e

QUESTION: How soon after you refer a soldier for treatment in the ASAP should he have his initial interview?

ANSWER: The initial screening should take place within five duty days after the referral.

Ref: AR 600-85, p 15, para 3-10a

We will now discuss the rehabilitation process.

E. ENABLING LEARNING OBJECTIVE

ACTION:	Determine the rehabilitation process.
CONDITIONS:	As a first sergeant in a classroom environment given AR 600-85.
STANDARDS:	Determined the rehabilitation process IAW AR 600-85.

1. Learning Step / Activity 1. The ASAP rehabilitation process

Method of Instruction: Conference / Discussion
Technique of Delivery: Small Group Instruction (SGI)
Instructor to Student Ratio: 1:16
Time of Instruction: 5 mins
Media: VGT-18 and VGT-19

QUESTION: As part of the rehabilitation process, what are the commander's actions?

ANSWER: The commander should:

- a. Ensure soldiers suspected of alcohol/drug abuse problems have an opportunity for evaluation.
- b. Have a full understanding of the various ASAP program elements.
- c. Help soldiers cope with environment in which they function and support soldiers' efforts to avoid relapse.

Ref: AR 600-85, p 16, para 4-1a(1) thru (3)

QUESTION: What are the ASAP rehabilitation objectives?

ANSWER: See VGT-18.

Ref: AR 600-85, p 17, para 4-2

NOTE: Ask the students to cite examples or experiences.

SHOW VGT-18, REHABILITATION OBJECTIVES

REHABILITATION OBJECTIVES

- Return soldiers to full duty.
- Identify soldiers who cannot rehabilitate and advise the commander.
- Assist and refer soldiers who cannot be rehabilitated to a treatment facility where they will reside after discharge.
- Help resolve family alcohol/drug abuse to ensure the soldier performs more effectively.

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Ref: AR 600-85, p 17, para 4-2a thru d

NOTE: Talk briefly about the elements and the team concept.

REMOVE VGT-18

QUESTION: What are the rehabilitation procedures?

ANSWER: See VGT-19.

Ref: AR 600-85, pp 17 and 18, para 4-5 thru 4-10

NOTE: While discussing bullet number 2, refer the students to app B, p 52, para B-8 to answer the length of the treatment questions that arise. Ensure the students discuss the return to unit by asking them to interact and relate some of their experiences on this matter.

SHOW VGT-19, REHABILITATION PROCEDURES

REHABILITATION PROCEDURES

- Referral methods, assessment, and treatment determination.
- Rehabilitation/treatment program.
- Rehabilitation progress.
- Type and frequency of treatment.
- Rehabilitation/treatment appointments.
- Return to duty.

L889/OCT04/V01.10 First Sergeant Course

Ref: AR 600-85, pp 17, 18, and 52, para 4-5 thru 4-10 and B-8

NOTE: Use the following question to start the discussion about personnel actions during rehabilitation.

QUESTION: Should participation in ASAP interfere with normal administrative duties?

NOTE: Allow the students to briefly discuss pp 19 and 20, para 5-2 thru 5-7 and concentrate on the separation actions. As a minimum, they should discuss the following:

- a. Deployment availability of soldiers in the rehab program.
- b. Drug dependency and detoxification.
- c. Rehabilitation failures.
- d. Discharge proceedings for alcohol/drug abuse when not precluded by the "Limited Use Policy" (Discussed in the next ELO by Group 3).
- e. Reenlistment and Suspension of favorable actions.

REMOVE VGT-19

CHECK ON LEARNING:

QUESTION: Who are the members of the rehabilitation team?

ANSWER: Rehabilitation team membership is composed of the soldier, the unit commander, and/or the first sergeant, the ASAP clinical staff, and others as appropriate.

Ref: AR 600-85, p 16, para 3-12

BREAK: Time 00:50 to 01:00

The next subject is "the limited use policy." This is probably the hardest part to understand and a very important area.

F. ENABLING LEARNING OBJECTIVE

ACTION:	Determine the limited use policy.
CONDITIONS:	As a first sergeant in a classroom environment given AR 600-85.
STANDARDS:	Determined the limited use policy IAW AR 600-85.

1. Learning Step / Activity 1. The limited use policy

- Method of Instruction: Conference / Discussion
- Technique of Delivery: Small Group Instruction (SGI)
- Instructor to Student Ratio: 1:16
- Time of Instruction: 10 mins
- Media: VGT-20 thru VGT-23

Group/site 3 will now do their portion of the briefing.

QUESTION: What is the objective of the limited use policy?

ANSWER: Facilitate the identification of alcohol and drug abusers through self-referral, and the treatment and rehabilitation of those abusers who demonstrate the potential for rehabilitation and retention. Its intention is not to protect a member who is attempting to avoid disciplinary or adverse administrative action.

Ref: AR 600-85, p 21, para 6-3

QUESTION: What types of evidence does the limited use policy protect in adverse actions against a soldier?

ANSWER: See VGT-20 and VGT-21.

Ref: AR 600-85, pp 21 and 22, para 6-4a(1) thru (7)

SHOW VGT-20, LIMITED USE POLICY PROTECTED EVIDENCE

LIMITED USE POLICY PROTECTED EVIDENCE

- Results of command-directed biochemical testing inadmissible by military rules of evidence.
- Results of biochemical testing solely as part of limited use in an accident analysis.
- Information collected as a result of a soldier's emergency medical care solely for possible drug overdose.
- Soldier's self referral.

L888/OCT04V/OT-20 First Sergeant Course

Ref: AR 600-85, p 21, para 6-4a(1) thru (4)

REMOVE VGT-20

SHOW VGT-21, LIMITED USE POLICY PROTECTED EVIDENCE (cont)

LIMITED USE POLICY PROTECTED EVIDENCE (cont)

- Admissions to physician or ASAP counselor during counseling reflecting personal use prior to initial date of referral.
- Biochemical test results if soldier submits to Army treatment prior to a lawful test.
- Results of biochemical test solely as part of rehabilitation or treatment program.

L888/OCT04V/OT-21 First Sergeant Course

Ref: AR 600-85, pp 21 and 22, para 6-4a(5) thru (7)

REMOVE VGT-21

QUESTION: What must the commander consider while implementing the limited use policy?

ANSWER: See VGT-22 and VGT-23.

SHOW VGT-22, IMPLEMENTATION OF THE LIMITED USE POLICY

IMPLEMENTATION OF THE LIMITED USE POLICY

- **Commander explains limited use policy during commander's interview.**
- **Soldier's reluctance to assist an overdose victim because they may be abusers themselves.**
- **Soldiers receive honorable discharge if based on a proceeding where government initially introduced limited use evidence.**

L686/OCT04V-07-22 First Sergeant Course

Ref: AR 600-85, p 22, para 6-5a thru c

NOTE: Ensure students refer to the reference for discussion.

REMOVE VGT-22

SHOW VGT-23, IMPLEMENTATION OF THE LIMITED USE POLICY (cont)

IMPLEMENTATION OF THE LIMITED USE POLICY (cont)

- **Improperly introduced limited use evidence, before the board convenes, reinitiates the elimination proceeding but excludes all reference protected by "limited use policy".**
- **Bottom line, commander should seek advice from the supporting legal office.**

L686/OCT04V-07-23 First Sergeant Course

Ref: AR 600-85, pp 22 and 23, para 6-5d and e

NOTE: Do not dwell on this too long.

REMOVE VGT-23

NOTE: The Personnel Reliability Program (PRP) requires that those personnel be screened through the initial and continual evaluation assigned to those positions. Ask the following question to ensure that the soldiers understand the requirement for PRP urinalysis testing. Allow a short discussion.

QUESTION: What are the PRP urinalysis testing requirements?

ANSWER: The PRP urinalysis requirements are:

- a. Before certification, all soldiers must submit to a urinalysis screen for illegal drug use.
- b. Certified military personnel performing PRP duties will be tested a minimum of once in a twelve-month period.

Ref: AR 600-85, p 25, para 7-5a and b

G. ENABLING LEARNING OBJECTIVE

ACTION:	Determine biochemical testing procedures.
CONDITIONS:	As a first sergeant in a classroom environment given AR 600-85.
STANDARDS:	Determined biochemical testing procedures.

1. Learning Step / Activity 1. Biochemical testing procedures

- Method of Instruction: Conference / Discussion
- Technique of Delivery: Small Group Instruction (SGI)
- Instructor to Student Ratio: 1:16
- Time of Instruction: 10 mins
- Media: VGT-24

Group/site 3 will now discuss the biochemical testing program.

NOTE: Ensure students understand that biochemical testing is an excellent way to reduce drug abuse, but it requires strict adherence to procedures to guarantee validity of the testing. Ensure they understand that they should include information on biochemical testing in their unit ASAP. We will not discuss the procedures as they are a part of the unit program leader's responsibility.

QUESTION: What are the objectives of biochemical testing?

ANSWER:

- a. Deter soldiers from abusing drugs.
- b. Facilitate early identification of alcohol/drug abuse.
- c. Enable commanders to assess the security, military fitness, good order and discipline of their units and to use information obtained to take appropriate action.
- d. Monitor rehabilitation of those enrolled for alcohol drug abuse.
- e. Collect data on the prevalence of alcohol/drug abuse.

Ref: AR 600-85, p 26, para 8-1a thru e

QUESTION: What is the biochemical testing policy?

ANSWER:

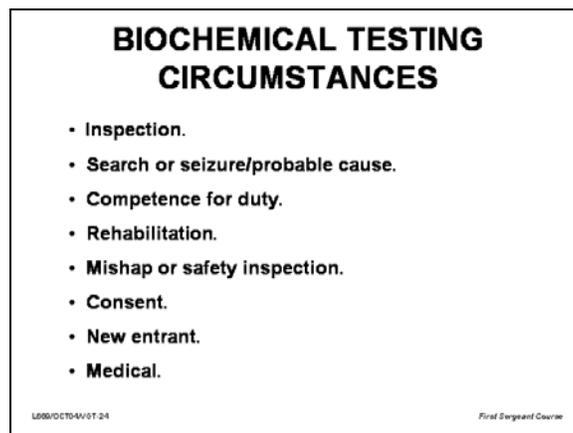
- a. The minimum rate of testing is one random sample per AD soldier per year.
- b. All urine specimen collection conducted IAW appendix E.
- c. All urine specimens forwarded to FTDTL.
- d. Illicit use of anabolic steroids by military members is recognized as an offense under UCMJ.
- e. All confirmed positive drug tests with possible legitimate medical use, reviewed and evaluated by a MRO before taking action against a soldier, prior to suspending access to classified information or reporting to the Central Clearance Facility.

Ref: AR 600-85, p 26, para 8-2a thru e

The commander decides when to test and organize the testing event. He must understand that an unpredictable testing pattern will produce a more accurate indicator of drug abuse within a particular unit.

NOTE: There are eight circumstances under the biochemical testing program or urinalysis testing of soldiers. Have the students explain each circumstance citing examples.

SHOW VGT-24, BIOCHEMICAL TESTING CIRCUMSTANCES



Ref: AR 600-85, pp 26 and 27, para 8-3a thru h

QUESTION: Is a retest of positive urine specimen possible?

ANSWER: Urine specimens may be retested providing a sufficient quantity of the specimen is available.

Ref: AR 600-85, p 27, para 8-4a

QUESTION: What are the requirements for retesting urine specimens?

ANSWER: Request all retests in writing. Retesting is allowable upon:

- a. Request of the command, the soldier, or the attorney representing the soldier.
- b. Request by an administrative board.
- c. Court martial order.
- d. A soldier may request a retest outside laboratory system at his own expense).

Ref: AR 600-85, p 27, para 8-4a (1) thru (3)

REMOVE VGT-24

2. Learning Step / Activity 2. ARMY SUBSTANCE ABUSE PROGRAM (ASAP)

Method of Instruction: Practical Exercise (Performance)

Technique of Delivery: Small Group Instruction (SGI)

Instructor to Student Ratio: 1:16

Time of Instruction: 30 mins

Media: None

NOTE: Pass out Practical Exercise 1. Allow the students 15 minutes to complete the exercise. When 15 minutes have elapsed, pass out the solution sheet and allow the students to self grade their PE. After the students grade the PE, allow 10 minutes to discuss the solutions and answer any questions they may have.

CHECK ON LEARNING: The practical exercise serves as the check on learning for this lesson.

SECTION IV. SUMMARY

Method of Instruction: <u>Conference / Discussion</u>
Technique of Delivery: <u>Small Group Instruction (SGI)</u>
Instructor to Student Ratio is: <u>1:16</u>
Time of Instruction: <u>5 mins</u>
Media: <u>Small Group Instruction (SGI)</u>

Check on Learning

The check on learning questions for each Learning Step/Activity and the Practical Exercise serve as the check on learning for this TSP.

Review / Summarize Lesson

During the last two hours we discussed the ASAP to include identification, referral, rehabilitation, and biochemical testing. It is imperative that you, as first sergeants, assist your commander in implementing an effective Army substance abuse program. Your direct involvement in the implementation and management of the program will enable you to control drug and alcohol abuse and eliminate those soldiers who do not meet the standards.

SECTION V. STUDENT EVALUATION

Testing Requirements

NOTE: Describe how the student must demonstrate accomplishment of the TLO. Refer student to the Student Evaluation Plan.

You will take a multiple choice examination. The examination will contain questions from this and other lessons. You must correctly answer 70 percent or more of the questions on the examination to receive a GO.

Feedback Requirements

NOTE: Feedback is essential to effective learning. Schedule and provide feedback on the evaluation and any information to help answer students' questions about the test. Provide remedial training as needed.

You will participate in an After Action Review (AAR) immediately following the examination for this particular lesson.

Enabling Learning Objective A

Learning Step 1

VGT-1, ASAP Mission/Objectives

ASAP MISSION/OBJECTIVES

- **Increase individual fitness/unit readiness.**
- **Provide services that emphasize drug and alcohol deterrence, prevention, education and treatment.**
- **Implement alcohol/drug abuse risk reduction.**
- **Restore to duty substance-impaired soldiers who have potential for continued military service.**
- **Provide alcohol and drug-free leisure activities.**

ASAP MISSION/OBJECTIVES (cont)

- **Ensure personnel assigned to ASAP staff are experienced and properly trained.**
- **Reduce alcohol and drug abuse by civilians to achieve maximum productivity and reduce absenteeism and attrition of civilians.**
- **Improve readiness by extending services to total Army.**
- **Ensure quality customer service.**

ASAP PRINCIPLES

- **Alcohol/drug abuse are inconsistent with Army policy and standards.**
- **Commanders intervene early and refer suspected/identified soldiers to ASAP.**
- **ASAP participation is mandatory (Article 86 violation if not attended).**
- **Alcohol/drug abusers may be enrolled in ASAP.**
- **Failure to participate or successfully complete rehabilitation will result in administrative separation.**

ASAP PRINCIPLES (cont)

- **ASAP addressed as single program.**
- **Commander retains authority to make decisions.**
- **ASAP available to civilians and dependents.**
- **Aggressive biochemical program serves as a deterrent to drug and alcohol abuse.**
- **High priority given to prevention/education.**
- **Commander will refer individuals involved in alcohol related workplace violence to ASAP.**
- **Law enforcement will not infiltrate nor solicit information from soldiers in ASAP.**

ASAP ELIGIBILITY CRITERIA

- **U.S. citizen DOD civilian employees.**
- **Foreign national employees with Status of Forces Agreement treatment arrangements.**
- **Retired military personnel.**
- **Family members of eligible personnel.**
- **Other service personnel when under control of an Army installation commander.**
- **ARNG/USAR not on active duty on a space/resource available basis.**

ALCOHOL POLICIES AND CONTROLS

- **Maintain workplace alcohol free.**
- **Alcohol abuse and misconduct not tolerated.**
- **Commanders must educate the soldiers about alcoholism and its effects.**
- **Commanders must identify soldiers that abuse alcohol and refer them for screening, prevention training, and treatment.**
- **Unannounced unit inspections and testing for alcohol.**

ALCOHOL SANCTIONS

- **Administrative separation for misconduct involving alcohol, drunk on duty or DWI.**
- **Military on duty will not have alcohol blood level of .05 grams per 100 milliliters of blood.**
- **Detoxify and provide medical treatment to soldiers identified as alcohol dependent.**

ILLEGAL DRUGS AND SANCTIONS

All soldiers, including Title 10 ARNG and USAR, identified as drug abusers will:

- **Be referred to ASAP for screening.**
- **Be processed for an administrative discharge IAW AR 635-200 (except self referrals).**
- **Discharge IAW CH 14, AR 635-200 for drug trafficking.**
- **Be considered for disciplinary action under UCMJ.**

Enabling Learning Objective B

Learning Step 1

VGT-9, Commander's of Companies/Detachments will:

COMMANDERS OF COMPANIES/ DETACHMENTS WILL:

- **Appoint officer or NCO (SGT or above) as Unit Prevention Leaders (UPL).**
- **Implement biochemical testing program.**
- **Implement ASAP prevention and education.**
- **Brief all new soldiers on ASAP policies and services.**
- **Maintain liaison with ASAP clinical and non-clinical personnel.**

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First Sergeant Course

COMMANDERS OF COMPANIES/ DETACHMENTS WILL: (cont)

- **Maintain ASAP elements while deployed.**
- **Support soldier risk reduction.**
- **Work with Risk Reduction Coordinator.**
- **Immediately report all offenses of illegal possession, use, or referral to the Provost Marshal.**
- **Assess program and provide feedback to the Risk Reduction Coordinator.**

Enabling Learning Objective C

Learning Step 1

VGT-11, Alcohol/Drug Abuse Prevention Objectives

ALCOHOL/DRUG ABUSE PREVENTION OBJECTIVES

- **Prevent , deter, and reduce alcohol and drug use.**
- **Provide soldiers with substance abuse prevention and awareness training:**
 - **ASAP policies and services.**
 - **Consequences of alcohol/drug abuse.**
 - **Incompatibility of alcohol/drug abuse with physical/mental fitness, readiness, and Army values**

L669/OCT04/VGT-11

First Sergeant Course

PREVENTION POLICIES

- **Tailored to diverse groups and integrated with other mission-related efforts.**
- **Emphasize cooperation with the total community and encourage military involvement in drug/alcohol prevention.**
- **Education/training programs should include the effects and consequences of alcohol/drug use.**
- **Alcohol deglamorization is an essential element of the Army prevention program.**

PREVENTION POLICIES (cont)

- **Commanders/supervisors should have the information and skills to enable early identification of substance abusers.**
- **Alcohol/drug abuse education conducted throughout the Army Training System.**
- **Risk reduction prevention supports readiness and is promoted at all levels.**
- **Installation plan promotes full range of services available and an identified evaluation methodology.**

ADAPT TRAINING ELIGIBILITY

- **Those referred and screened but not enrolled in ASAP.**
- **Those referred, screened, and enrolled in ASAP as part of individual treatment plans.**
- **Those referred by commander for reasons related to poor performance, behavior, and disciplinary problems.**
- **Those who volunteer.**

Enabling Learning Objective D

Learning Step 1

VGT-15, Commander Referral Actions

COMMANDER REFERRAL ACTIONS

- **Coordinate with law enforcement on conduct of initial interview.**
- **If limited use applies, consult with the ADCO and legal advisor.**
- **If law enforcement does not conduct initial interview, advise the soldier of their rights (ART, 31).**
- **If law enforcement does not conduct investigation, inform them of the evidence.**

L669/OCT04/VGT-15

First Sergeant Course

COMMANDER REFERRAL ACTIONS (cont)

- **If law enforcement does not conduct investigation, give soldiers the opportunity to provide additional evidence.**
- **If law enforcement does not conduct investigation, collect any illegal drugs and paraphernalia that soldiers volunteers.**

ASAP RECOMMENDATIONS

- **Unit counseling.**
- **Referral to other agencies.**
- **No ASAP services required now.**
- **Referral to ADAPT.**
- **Enrollment in ASAP rehabilitation.**

Enabling Learning Objective E

Learning Step 1

VGT-18, Rehabilitation Objectives

REHABILITATION OBJECTIVES

- **Return soldiers to full duty.**
- **Identify soldiers who cannot rehabilitate and advise the commander.**
- **Assist and refer soldiers who cannot be rehabilitated to a treatment facility where they will reside after discharge.**
- **Help resolve family alcohol/drug abuse to ensure the soldier performs more effectively.**

L669/OCT04/VGT-18

First Sergeant Course

REHABILITATION PROCEDURES

- **Referral methods, assessment, and treatment determination.**
- **Rehabilitation/treatment program.**
- **Rehabilitation progress.**
- **Type and frequency of treatment.**
- **Rehabilitation/treatment appointments.**
- **Return to duty.**

Enabling Learning Objective F

Learning Step 1

VGT-20, Limited Use Policy Protected Evidence

LIMITED USE POLICY PROTECTED EVIDENCE

- **Results of command-directed biochemical testing inadmissible by military rules of evidence.**
- **Results of biochemical testing solely as part of limited use in an accident analysis.**
- **Information collected as a result of a soldier's emergency medical care solely for possible drug overdose.**
- **Soldier's self referral.**

L669/OCT04/VGT-20

First Sergeant Course

LIMITED USE POLICY PROTECTED EVIDENCE (cont)

- **Admissions to physician or ASAP counselor during counseling reflecting personal use prior to initial date of referral.**
- **Biochemical test results if soldier submits to Army treatment prior to a lawful test.**
- **Results of biochemical test solely as part of rehabilitation or treatment program.**

IMPLEMENTATION OF THE LIMITED USE POLICY

- **Commander explains limited use policy during commander's interview.**
- **Soldier's reluctance to assist an overdose victim because they may be abusers themselves.**
- **Soldiers receive honorable discharge if based on a proceeding where government initially introduced limited use evidence.**

IMPLEMENTATION OF THE LIMITED USE POLICY (cont)

- **Improperly introduced limited use evidence, before the board convenes, reinitiates the elimination proceeding but excludes all reference protected by “limited use policy”.**
- **Bottom line, commander should seek advice from the supporting legal office.**

Enabling Learning Objective G

Learning Step 1

VGT-24, Biochemical Testing Circumstances

BIOCHEMICAL TESTING CIRCUMSTANCES

- **Inspection.**
- **Search or seizure/probable cause.**
- **Competence for duty.**
- **Rehabilitation.**
- **Mishap or safety inspection.**
- **Consent.**
- **New entrant.**
- **Medical.**

L669/OCT04/VGT-24

First Sergeant Course

Appendix B - Test(s) and Test Solution(s) (N/A)

Appendix C

PRACTICAL EXERCISE 1

Title	ARMY SUBSTANCE ABUSE PROGRAM (ASAP)						
Lesson Number / Title	L669 version 1 / ARMY SUBSTANCE ABUSE PROGRAM						
Introduction	As a first sergeant, you need to know the ASAP procedures.						
Motivator	The Army Substance Abuse Program (ASAP) is important. It will help you identify suspected abusers. This practical exercise will assist you in understanding the objectives of the ASAP program.						
Terminal Learning Objective	<p>NOTE: The instructor should inform the students of the following Terminal Learning Objective covered by this practical exercise.</p> <p>At the completion of this lesson, you [the student] will:</p> <table border="1"><tr><td>Action:</td><td>Analyze the Army Substance Abuse Program (ASAP).</td></tr><tr><td>Conditions:</td><td>As a first sergeant in a classroom environment given AR 600-85 and student handouts.</td></tr><tr><td>Standards:</td><td>Analyzed the Army Substance Abuse Program (ASAP) IAW AR 600-85.</td></tr></table>	Action:	Analyze the Army Substance Abuse Program (ASAP).	Conditions:	As a first sergeant in a classroom environment given AR 600-85 and student handouts.	Standards:	Analyzed the Army Substance Abuse Program (ASAP) IAW AR 600-85.
Action:	Analyze the Army Substance Abuse Program (ASAP).						
Conditions:	As a first sergeant in a classroom environment given AR 600-85 and student handouts.						
Standards:	Analyzed the Army Substance Abuse Program (ASAP) IAW AR 600-85.						
Safety Requirements	None						
Risk Assessment	Low						
Environmental Considerations	None						
Evaluation	<ul style="list-style-type: none">• This is not a graded exercise. After you complete the questions, you will receive a solution sheet. As a group, you will discuss your answers and resolve any misunderstandings.• It should take you approximately 15 minutes to complete the questions. You will discuss the PE during the last portion of the lesson.						
Instructional Lead-In	None						
Resource Requirements	<p>Instructor Materials: None</p> <p>Student Materials:</p> <ul style="list-style-type: none">• AR 600-85.• Pen or pencil and writing paper.						

**Special
Instructions**

Using blank sheet of paper, record the best possible answer for the following questions. You may write out the answer, or put the letter to the best response available. If you have time, include the page and or paragraph number with your answer.

Procedures

QUESTION 1: What the two of the objectives of ASAP?

- a. Publicize adverse consequences of drug and alcohol abuse and encourage cooperation between the military police and the ASAP staff.
- b. Publicize adverse consequences of drug and alcohol abuse and separate alcohol and other drug abusers from the military.
- c. Increase individual fitness and restore to duty those soldiers with the potential for continued military service.
- d. Reduce drug and alcohol abuse and separate all alcohol and other drug abusers from the military.

QUESTION 2: What is one of the ASAP prevention policies?

- a. Provide all members of the military community with the information needed to make responsible decisions about personal use of alcohol.
- b. Provide all members of the military community with the information needed to make responsible decisions about personal use of drugs.
- c. Have senior NCOs present training.
- d. Incorporate training in the unit METL.

QUESTION 3: What are two methods used to identify alcohol and other drug abuses?

- a. Biochemical identification and investigation/apprehension.
- b. Command identification and senior NCO identification.
- c. Command identification and suspect behavior.
- d. Medical identification and suspect behavior.

QUESTION 4: What are two of the commander's responsibilities when identifying individuals (voluntarily or involuntarily) as abusers of alcohol or other drugs?

- a. If law enforcement does not initiate an investigation advise soldiers of their rights and turn them over to the military police.
- b. Collect any illegal drugs the soldiers voluntarily relinquish and segregate the soldiers for questioning by the military police.
- c. If law enforcement does not initiate an investigation, interview soldiers and inform them of the evidence.
- d. Initiate flagging action and advise soldiers of their rights.

QUESTION 5: A requirement for medical evaluation of alcohol or other drug abusers after ASAP screening is to evaluate:

- a. All cases to determine extent of alcohol or other drug abuse.
 - b. Cases of suspected alcohol and/or drug dependence.
 - c. Illegal drug abusers (including suspected cannabis).
 - d. Random cases prior to entry into inpatient treatment.
-

**Procedures,
continued**

QUESTION 6: The ADAPT training is implemented through a minimum of:

- a. 12 hours of training.
- b. 6 hours of training.
- c. 18 hours of instruction.
- d. 24 hours of instruction.

QUESTION 7: What are the areas the commander must evaluate when determining the progress of a soldier in ASAP rehabilitation?

- a. Drug abuse and lack of motivation.
- b. Duty performance and lack of motivation to overcome alcohol use.
- c. Duty performance, conduct and relationships with other co-workers.
- d. Less incidents of alcohol abuse.

QUESTION 8: What must the commander and other key personnel do when a soldier returns from ASAP rehabilitation?

- a. Assign soldier only duties the ASAP staff recommends.
- b. Encourage soldier to participate in prescribed treatment.
- c. Discourage soldier to participate in unit activities.
- d. Reassign soldier to a different platoon.

QUESTION 9: A drug dependent soldier, as determined by a physician, will be:

- a. Detoxified and processed for deployment.
- b. Suspended and sent to unit.
- c. Detoxified and processed for administrative separation.
- d. Allowed to be a self-referral.

QUESTION 10: What is one of the commander's requirements for implementing the Limited Use Policy in the unit?

- a. Explains the Limited Use Policy at officer professional development and NCODP classes.
- b. Explains the Limited Use Policy during the commander's interview.
- c. Should seek advice from the battalion adjutant.
- d. Should seek advice from the battalion ASAP NCO.

QUESTION 11: What is one objective of biochemical testing?

- a. Determine how many soldiers are drug free.
- b. Determine the need for ASAP education in the unit.
- c. Collect data on the prevalence of alcohol abuse in the Army.
- d. Validate suspect drug abuse.

QUESTION 12: What is one of the eight circumstances for urinalysis testing?

- a. Blood.
 - b. Breath.
 - c. Competence for duty.
 - d. Security clearance.
-

**Procedures,
continued**

QUESTION 13: What is the minimum rate of testing AD soldiers per year?

- a. Four random samples per year.
- b. Five random samples per year.
- c. One random sample per year.
- d. Ten random sample per year.

QUESTION 14: Who may request a retest of a positive urine specimen?

- a. Submitting command, the MRO, the soldier, or his attorney.
- b. Submitting command, the MRO, the soldier, or his immediate family.
- c. The Chaplain.
- d. Local law enforcement.

QUESTION 15: When a soldier requests a specimen retest outside the DOD laboratory system it is:

- a. A responsibility of the command to ensure return of the specimen to DOD control.
- b. A unit responsibility to prepare the specimen transfer request.
- c. An ASAP staff responsibility to initiate the request.
- d. At the soldier's own expense.

**Feedback
Requirements**

You will participate in an After Action Review (AAR) immediately following the examination for this particular lesson.

SOLUTION TO PRACTICAL EXERCISE 1

QUESTION 1: What are the two of the objectives of ASAP?

- c. Increase individual fitness and restore those soldiers with the potential for continued military service.

Ref: AR 600-85, p 8, para 1-30a and d

QUESTION 2: What is one of the ASAP prevention policies?

- a. Provide all members of the military community with the information needed to make responsible decisions about personal use of alcohol.

Ref: AR 600-85, p 12, para 2-3d

QUESTION 3: What are two methods used to identify alcohol and other drug abuses?

- a. Biochemical identification and investigation/apprehension.

Ref: AR 600-85, p 14, para 3-1c and e

QUESTION 4: What are two of the commander's responsibilities when identifying individuals (voluntarily or involuntarily) as abusers of alcohol or other drugs?

- c. If law enforcement does not initiate an investigation, interview soldiers and inform them of the evidence.

Ref: AR 600-85, p 15, para 3-7a(4)

QUESTION 5: A requirement for medical evaluation of alcohol or other drug abusers after ASAP screening is to evaluate:

- b. Cases of suspected alcohol and/or drug dependence.

Ref: AR 600-85, p 16, para 3-11a

QUESTION 6: The ADAPT training is implemented through a minimum of:

- d. 12 hours of training.

Ref: AR 600-85, p 13, para 2-6h(3)

QUESTION 7: What are the areas the commander must evaluate when determining the progress of a soldier in ASAP rehabilitation?

- c. Duty performance/conduct and relationships with other co-workers.

Ref: AR 600-85, p 17, para 4-7a

QUESTION 8: What must the commander and other key personnel do when a soldier returns from ASAP rehabilitation?

- b. Encourage soldier to participate in prescribed treatment.

Ref: AR 600-85, p 18, para 4-10d

QUESTION 9: A drug dependent soldier, as determined by a physician, will be:

- c. Detoxified and processed for administrative separation.

Ref: AR 600-85, p 20, para 5-5b

QUESTION 10: What is one of the commander's requirements for implementing the Limited Use Policy in the unit?

- b. Explain the Limited Use Policy during the commander's interview.

Ref: AR 600-85, p 22, para 6-5a

QUESTION 11: What is one objective of biochemical testing?

- c. Collect data on the prevalence of alcohol abuse in the Army.

Ref: AR 600-85, p 26, para 8-1e

QUESTION 12: What is one of the eight circumstances for urinalysis testing?

- c. Competence for duty.

Ref: AR 600-85, p 26, para 8-3c

QUESTION 13: What is the minimum rate of testing AD soldiers per year?

- c. One random sample per year.

Ref: AR 600-85, p 26, para 8-2a

QUESTION 14: Who may request a retest of a positive urine specimen?

- a. Submitting command, the MRO, the soldier or his attorney.

Ref: AR 600-85, p 27, para 8-4a(1)

QUESTION 15: When a soldier requests a specimen retest outside the DOD laboratory system it is:

- d. At the soldier's own expense.

Ref: AR 600-85, p 27, para 8-4b

Appendix D

HANDOUTS FOR LESSON 1: L669 version 1

This appendix contains the items listed in this table--

Title/Synopsis	Pages
SH-1, Advance Sheet	SH-1-1 and SH-1-2
SH-2, Student Notes	SH-2-1 thru SH-2-9

Student Handout 1

Advance Sheet for L669

Lesson Hours This lesson consists of one hour twenty minutes of small group instruction and a thirty minute practical exercise.

Overview Unit first sergeants play a key role in management of the unit ASAP. This lesson will assist you in ensuring your soldiers stay "fit to fight." It provides you the necessary training to implement and manage an effective unit ASAP. This lesson consists of a before class reading assignment, a practical exercise and a classroom discussion.

Learning Objective Terminal Learning Objective (TLO)

Action:	Analyze the Army Substance Abuse Program (ASAP).
Conditions:	As a first sergeant in a classroom environment given AR 600-85 and student handouts.
Standards:	Analyzed the Army Substance Abuse Program (ASAP) IAW AR 600-85.

- ELO A** Interpret the Army Substance Abuse Program (ASAP).
 - ELO B** Determine the commander's responsibilities.
 - ELO C** Determine alcohol and other drug abuse prevention measures.
 - ELO D** Determine identification, referral, screening, and evaluation procedures.
 - ELO E** Determine the rehabilitation process.
 - ELO F** Determine the limited use policy.
 - ELO G** Determine biochemical-testing procedures.
-

Assignment The student assignments for this lesson are:

- Read AR 600-85, Chapters 1 thru 8 and skim App B.

Additional Subject Area Resources None

Bring to Class AR 600-85.
Student Handouts 1 and 2.
Pen or pencil and writing paper.

Note to Students

It is your responsibility to do the homework prior to class. We expect you to come to class prepared and participate in the small group discussion by providing information you learned from your individual study, as well as your personal and observed experiences. Failure to study and read the assignments above will result in your inability to fully participate with the rest of the group. Not having your input affects the group's ability to fully discuss the information.

Student Handout 2

This student handout contains 8 pages of the slides, three on a page, for students to use as note taking material.

ASAP MISSION/OBJECTIVES

- Increase individual fitness/unit readiness.
- Provide services that emphasize drug and alcohol deterrence, prevention, education and treatment.
- Implement alcohol/drug abuse risk reduction.
- Restore to duty substance-impaired soldiers who have potential for continued military service.
- Provide alcohol and drug-free leisure activities.

L899/OCT04/VGT-1

First Sergeant Course

ASAP MISSION/OBJECTIVES (cont)

- Ensure personnel assigned to ASAP staff are experienced and properly trained.
- Reduce alcohol and drug abuse by civilians to achieve maximum productivity and reduce absenteeism and attrition of civilians.
- Improve readiness by extending services to total Army.
- Ensure quality customer service.

L899/OCT04/VGT-2

First Sergeant Course

ASAP PRINCIPLES

- Alcohol/drug abuse are inconsistent with Army policy and standards.
- Commanders intervene early and refer suspected/identified soldiers to ASAP.
- ASAP participation is mandatory (Article 86 violation if not attended).
- Alcohol/drug abusers may be enrolled in ASAP.
- Failure to participate or successfully complete rehabilitation will result in administrative separation.

L899/OCT04/VGT-3

First Sergeant Course

ASAP PRINCIPLES (cont)

- ASAP addressed as single program.
- Commander retains authority to make decisions.
- ASAP available to civilians and dependents.
- Aggressive biochemical program serves as a deterrent to drug and alcohol abuse.
- High priority given to prevention/education.
- Commander will refer individuals involved in alcohol related workplace violence to ASAP.
- Law enforcement will not infiltrate nor solicit information from soldiers in ASAP.

L899/OCT04/VGT-4

First Sergeant Course

ASAP ELIGIBILITY CRITERIA

- U.S. citizen DOD civilian employees.
- Foreign national employees with Status of Forces Agreement treatment arrangements.
- Retired military personnel.
- Family members of eligible personnel.
- Other service personnel when under control of an Army installation commander.
- ARNG/USAR not on active duty on a space/resource available basis.

L899/OCT04/VGT-5

First Sergeant Course

ALCOHOL POLICIES AND CONTROLS

- Maintain workplace alcohol free.
- Alcohol abuse and misconduct not tolerated.
- Commanders must educate the soldiers about alcoholism and its effects.
- Commanders must identify soldiers that abuse alcohol and refer them for screening, prevention training, and treatment.
- Unannounced unit inspections and testing for alcohol.

L899/OCT04/VGT-6

First Sergeant Course

ALCOHOL SANCTIONS

- **Administrative separation for misconduct involving alcohol, drunk on duty or DWI.**
- **Military on duty will not have alcohol blood level of .05 grams per 100 milliliters of blood.**
- **Detoxify and provide medical treatment to soldiers identified as alcohol dependent.**

L899/OCT04/VGT-7

First Sergeant Course

ILLEGAL DRUGS AND SANCTIONS

All soldiers, including Title 10 ARNG and USAR, identified as drug abusers will:

- **Be referred to ASAP for screening.**
- **Be processed for an administrative discharge IAW AR 635-200 (except self referrals).**
- **Discharge IAW CH 14, AR 635-200 for drug trafficking.**
- **Be considered for disciplinary action under UCMJ.**

L899/OCT04/VGT-8

First Sergeant Course

COMMANDERS OF COMPANIES/ DETACHMENTS WILL:

- **Appoint officer or NCO (SGT or above) as Unit Prevention Leaders (UPL).**
- **Implement biochemical testing program.**
- **Implement ASAP prevention and education.**
- **Brief all new soldiers on ASAP policies and services.**
- **Maintain liaison with ASAP clinical and non-clinical personnel.**

L899/OCT04/VGT-9

First Sergeant Course

COMMANDERS OF COMPANIES/ DETACHMENTS WILL: (cont)

- Maintain ASAP elements while deployed.
- Support soldier risk reduction.
- Work with Risk Reduction Coordinator.
- Immediately report all offenses of illegal possession, use, or referral to the Provost Marshal.
- Assess program and provide feedback to the Risk Reduction Coordinator.

L899/OCT04/VGT-10

First Sergeant Course

ALCOHOL/DRUG ABUSE PREVENTION OBJECTIVES

- Prevent , deter, and reduce alcohol and drug use.
- Provide soldiers with substance abuse prevention and awareness training:
 - ASAP policies and services.
 - Consequences of alcohol/drug abuse.
 - Incompatibility of alcohol/drug abuse with physical/mental fitness, readiness, and Army values

L899/OCT04/VGT-11

First Sergeant Course

PREVENTION POLICIES

- Tailored to diverse groups and integrated with other mission-related efforts.
- Emphasize cooperation with the total community and encourage military involvement in drug/alcohol prevention.
- Education/training programs should include the effects and consequences of alcohol/drug use.
- Alcohol deglamorization is an essential element of the Army prevention program.

L899/OCT04/VGT-12

First Sergeant Course

PREVENTION POLICIES (cont)

- **Commanders/supervisors should have the information and skills to enable early identification of substance abusers.**
- **Alcohol/drug abuse education conducted throughout the Army Training System.**
- **Risk reduction prevention supports readiness and is promoted at all levels.**
- **Installation plan promotes full range of services available and an identified evaluation methodology.**

L899/OCT04V0T-13

First Sergeant Course

ADAPT TRAINING ELIGIBILITY

- **Those referred and screened but not enrolled in ASAP.**
- **Those referred, screened, and enrolled in ASAP as part of individual treatment plans.**
- **Those referred by commander for reasons related to poor performance, behavior, and disciplinary problems.**
- **Those who volunteer.**

L899/OCT04V0T-14

First Sergeant Course

COMMANDER REFERRAL ACTIONS

- **Coordinate with law enforcement on conduct of initial interview.**
- **If limited use applies, consult with the ADCO and legal advisor.**
- **If law enforcement does not conduct initial interview, advise the soldier of their rights (ART, 31).**
- **If law enforcement does not conduct investigation, inform them of the evidence.**

L899/OCT04V0T-15

First Sergeant Course

COMMANDER REFERRAL ACTIONS (cont)

- If law enforcement does not conduct investigation, give soldiers the opportunity to provide additional evidence.
- If law enforcement does not conduct investigation, collect any illegal drugs and paraphernalia that soldiers volunteers.

L099/OCT04/0T-16

First Sergeant Course

ASAP RECOMMENDATIONS

- Unit counseling.
- Referral to other agencies.
- No ASAP services required now.
- Referral to ADAPT.
- Enrollment in ASAP rehabilitation.

L099/OCT04/0T-17

First Sergeant Course

REHABILITATION OBJECTIVES

- Return soldiers to full duty.
- Identify soldiers who cannot rehabilitate and advise the commander.
- Assist and refer soldiers who cannot be rehabilitated to a treatment facility where they will reside after discharge.
- Help resolve family alcohol/drug abuse to ensure the soldier performs more effectively.

L099/OCT04/0T-18

First Sergeant Course

REHABILITATION PROCEDURES

- Referral methods, assessment, and treatment determination.
- Rehabilitation/treatment program.
- Rehabilitation progress.
- Type and frequency of treatment.
- Rehabilitation/treatment appointments.
- Return to duty.

L899/OCT04/VGT-19

First Sergeant Course

LIMITED USE POLICY PROTECTED EVIDENCE

- Results of command-directed biochemical testing inadmissible by military rules of evidence.
- Results of biochemical testing solely as part of limited use in an accident analysis.
- Information collected as a result of a soldier's emergency medical care solely for possible drug overdose.
- Soldier's self referral.

L899/OCT04/VGT-20

First Sergeant Course

LIMITED USE POLICY PROTECTED EVIDENCE (cont)

- Admissions to physician or ASAP counselor during counseling reflecting personal use prior to initial date of referral.
- Biochemical test results if soldier submits to Army treatment prior to a lawful test.
- Results of biochemical test solely as part of rehabilitation or treatment program.

L899/OCT04/VGT-21

First Sergeant Course

IMPLEMENTATION OF THE LIMITED USE POLICY

- **Commander explains limited use policy during commander's interview.**
- **Soldier's reluctance to assist an overdose victim because they may be abusers themselves.**
- **Soldiers receive honorable discharge if based on a proceeding where government initially introduced limited use evidence.**

L899/OCT04/VGT-22

First Sergeant Course

IMPLEMENTATION OF THE LIMITED USE POLICY (cont)

- **Improperly introduced limited use evidence, before the board convenes, reinitiates the elimination proceeding but excludes all reference protected by "limited use policy".**
- **Bottom line, commander should seek advice from the supporting legal office.**

L899/OCT04/VGT-23

First Sergeant Course

BIOCHEMICAL TESTING CIRCUMSTANCES

- **Inspection.**
- **Search or seizure/probable cause.**
- **Competence for duty.**
- **Rehabilitation.**
- **Mishap or safety inspection.**
- **Consent.**
- **New entrant.**
- **Medical.**

L899/OCT04/VGT-24

First Sergeant Course