



NAVY DRUG USE PREVENTION PROGRAM

"BEST PRACTICES"

The following Best Practices are based on success stories received from Fleet commands and identify strategies, which have proven successful in reducing drug use. What actions can you take at your command? First and foremost is to define the target population within your command. The target population for Sailors at risk of using drugs is defined as:

- a. Male
- b. E-3 and below
- c. Between 19-22 years of age
- d. 2.5 years of service
- e. Average of 14 to 24 months onboard first duty station
- f. Non-warfare qualified
- g. Not enrolled in any off-duty education

Next, assess environmental factors. You need to know what's going on and understand the challenges within your:

- Community;
- Base;
- Command;
- Work centers

Know that risk factors increase the risk of drug use, and protective factors inhibit or reduce the chance of drug use in the presence of risk. A strong environmentally based Command Prevention Program reduces risk factors and enhances protective factors.

Risk and protective factors can be grouped in domains (social, psychological, peer pressure, environmental, economic, base/station, and command/work center) and characterized by their relevance to individuals, peers, workplace, and community. Commands not actively promoting or fostering a drug-free environment or positive professional relationships enhance risk factors, diminish protective factors prevent the potential for drug use.

Implement the THREE R's into your Prevention Program:

- **RELATIONSHIP** - Cultivate positive professional relationships between leadership and Sailors. One that creates a mentoring culture consistent with CNO's edict that all Sailors will have a mentor. The key to remember is fractured relationships in the work center alienates young Sailors and inhibits mentoring. Alienating our young Sailors pushes them further away from our goal of integrating them into the command team. Foster an atmosphere in which Sailors can ask any questions, especially concerning drugs and Zero Tolerance policy, freely and without fear of consequences or ridicule. Tell them the truth, provide them with accurate information and dispel the myths. Young Sailors want their supervisors to discuss all aspects of Navy Life with them. Your Sailors will look up to their supervisors only if they feel they will be open to their questions.
- **RELEVANCE** - Let your Sailors know what they do counts and is important. That his or her behavior, whether it be positive or negative, impacts directly on the overall success of the command. Your Sailors need to know they are an integral part of the command and it's processes. From the top to the bottom, Sailors need to see policy as meaningful, resulting in their support. When your Sailors have that relevance, it provides them with direction, ideals and stability by serving as the unchanging core values and expectations.
- **RESPONSIBILITY** - Responsibility is twofold, it is the young Sailors responsibility to learn and understand Navy policies and expectations. Second, it is leadership's responsibility to ensure our Sailors live and work in an environment conducive to learning. Insure they are provided with accurate information. Talk about Navy core values and drug, and Navy policy.

After identifying your target population, environmental risks, and protective factors, integrate the following "Best Practices" into your ongoing command prevention program:

Command Involvement

The ability of commanding officers to influence their subordinates should not be underestimated. Drug use prevention programs that languish on the backburner without leadership support are at a great disadvantage. Successful command involvement can take several forms:

Maintain the integrity of your testing program. Problems with manning urinalysis can be solved by intervention from the top.

- Establishing a rotation or watch bill for observers, making the process for urinalysis test manning more efficient.
- Some commands have advocated classes for observers.
- Remember that observers must be E-5 and above.

Other keys to a successful urinalysis program:

- More frequent unannounced random drug tests.
- Testing smaller numbers of personnel more often throughout the month.
- Unit sweeps and testing on Mondays and weekends.
- Let your Sailors know on a regular basis that the command drug tests and the consequences of testing positive
- On test days, take targeted subjects IDs at the beginning of the day and return them once the test is completed. Another command has used hand stamps to mark those who have submitted samples.
- Sailor who consistently wait until the end of the day before submitting a sample may be trying to defeat the test through dilution by ingesting large quantities of water and voiding several times before the test. If you suspect a Sailor may be trying to defeat the test, keep them in a contained space until ready to submit a sample.
- Make sure all Sailors are directly observed when submitting a sample. There are creative ways to defeat the drug test. Sailors may attempt to adulterate the sample or dilute it with water. Some resourceful Sailors have even attempted to use substitute urine to escape detection.

Keep your Drug Prevention Program highly visible.

- Provide daily Plan of the Day Notes and a continuous flow of accurate information to your Sailors about legal and health consequences of drug use.
- Publicly discount the myths about the command not testing for drugs, drug tests can't detect certain drugs, drug labs don't test all samples or ways to defeat drug tests.
- Put the seed in your young Sailors mind that you have an active, aggressive drug-testing program and if they use drug they will be caught.
- Ensure your Sailors fully understand Navy's policy and the consequences of violating that policy.
- Reinforce to them that every urinalysis sample is sent to a Navy Drug Screen Laboratory and tested for a minimum of five separate drugs.
- Drive home the fact that every sample is and will continue to be tested for Ecstasy.

Use every opportunity to speak out on Drug Use Prevention. Make it clear - **Navy's policy is "Zero Tolerance".**

- Send your Sailors the message that if they do drugs they will be caught and without a doubt separated from the Navy.
- Let them know there is no second chance.

Prevention is the earliest form of intervention. Use the target population profile and actively engage your Chiefs and Work Center Supervisors to be active participants in reducing drug use by talking to junior enlisted personnel:

- Young Sailors whose superiors emphasize their value to the command are less likely to fall by the wayside. If a Sailor feels that he is an important part of a community he will be far less willing to jeopardize relationships by using drugs.
- Provide them with information aimed at better understanding Navy expectations, health hazards and legal consequences of drug use. The more accurate information your Sailors have, the more likely they are to reject drugs
- Make it clear, those who choose to use drugs break faith with Navy's core values and will be disciplined as appropriate and expeditiously processed for separation.
- Use the **Work Center Supervisors Package** that is available for download by logging onto the PERS-6 website at <http://navdweb.spawar.navy.mil> and clicking on the Publications icon

Mentorship. In accordance with the CNO's Guidelines for 2003, ensure that all your young Sailors have mentors.

- Ensure that mentors spend time with those under their wing.

- When making port calls, consider having mentors take their charges out on liberty.

Captains Call. Conduct Captain's Call on Fridays before liberty.

- This provides an excellent opportunity to remind Sailors of their responsibility.
- A successful substance abuse program must have visible support from the top.

Stay on top of your paperwork. Many times Sailors transfer during their screening process.

- Ensure receiving command are aware of the member's history and status so he/she does not fall through the cracks.

Set the tone! Emphasize personal, shipmate, leadership and command responsibility while promoting healthy lifestyles for all Navy members.

- Active support to an environment that fosters healthy lifestyles is a significant influence toward eliminating drug use in the Navy.
- Commanding officers set the tone of the command climate.

Focus on your first term single Sailors. Use your Sponsor Program to send prospective Sailors the right message on first contact, before they even report to your command.

- Once onboard continue your Sponsor Program as a mentoring relationship until your new Sailors are fully integrated into the command.

DAPA Check-in. Have your DAPA talk on an individual basis with each check-in to reinforce Zero Tolerance and the consequences of using drugs.

CMC/DAPA Work Center visits. CMC and DAPAs, schedule visits and get out to each of the work centers in your command.

- Talk to the personnel in the work center about drug abuse prevention.
- Navy's policy of drug use and your commands policy on drug use.
- Ensure your talk is oriented and appropriated to the target population. Be concise and informative.
- Schedule specific times for each visit to last no longer than 10 minutes each. Be on time and leave on time.
- Keep your Sailors informed.

Know the Consequences

All actions must have consequences. A drug and alcohol program without teeth will be exposed quickly. Every attempt must be made to prevent substance abuse; once a violation has occurred, the consistent application of discipline will deter future abuse.

Zero tolerance should be more than a threat. There has been concern over the equitable enforcement of Navy drug policy.

- If a supervisor is unwilling to lose his best Sailor over a drug incident, the entire program loses legitimacy.
- There should be no favoritism shown to one drug user over another.

Discipline should be visible. The entire command should know that an incident has occurred.

- Inform your Sailors of the general details of the incident.
- Ensuring that they see the consequences of violating substance abuse policy will deter future incidents.
- Hold Captain's masts for substance abuse incidents with all hands present.

Sailors should know the consequences. Many Sailors are unaware that a drug discharge results in a loss of education benefits.

- Others believe they will escape a positive urinalysis test with a slap on the wrist.
- Reinforce the consequences that if you do drugs you will be separated.

Professional Development Boards, FITREP/EVAL. Integrate drug use prevention into the Professional Development Board, mid-term counseling of all officers and enlisted personnel and annual FITREP/EVAL counseling at time of issuance.

EDUCATION IS THE FOUNDATION OF PREVENTION

Take control of your Sailors from the beginning. Use the first 72 hours after a Sailor reports in to set the tone for your substance abuse program.

- Make sure that young Sailors know your program standards from the outset.
- Include substance abuse prevention training into your indoctrination class.

- For recruits fresh out of basic training, ensure that their supervisor or another experienced Sailor takes time to help the new Sailor adjust to their environment.

Early education for prevention. There was a strong consensus among NADAP Summit participants on the importance of incorporating education into the training schedule of every young Sailor.

- Khakis should consider early substance abuse prevention education as PMS for their people.

Dispel popular myths. Ensure your people do not attempt to game the system by dispelling common myths and rumors.

- Navy Drug Labs test every sample submitted.
- Make sure your substance abuse prevention personnel know which popular media sources young Sailors look to for information on spoofing urinalysis tests.
- Navy drug lab tests are very accurate.

Drug Use Prevention Awareness Training. If new Sailors did not receive Drug Abuse Awareness Training enroute:

- Ensure it occurs soon after their arrival.
- Assign them almost immediately to I-Division, where they will receive a detailed briefing on common illegal drugs including Ecstasy, and other risky behavior.

Educate your entire chain of command. To assist you there are a variety of substance abuse courses taught by PERS-6 Drug And Alcohol Program Management Activities - DAPMA San Diego and DAPMA Norfolk. Courses available include:

- Alcohol And Drug Abuse Managers/Supervisors (ADAMS Supervisors) for E-5 and above front line supervisors.
- ADAMS/Leaders for CO/XO/CMC.

For information log onto the PERS-6 website at <http://navdweb.spawar.navy.mil> and click on the Education icon.

Develop a command specific Drug Awareness and Prevention Campaign. Encourage crew's participation by having them design a local campaign poster or theme or activity. Department, division, work center etc., get some friendly competition going all centered on drug use prevention.

Liberty Call, Liberty Call

Provide healthy alternatives for your single Sailors during their personal time. Encourage enrollment in:

- PACE
- Computer Based Training or other courses while in port at on-base Navy College Centers.

Encourage your MWR Committee to be geared to offering to single Sailors alternatives to drugs and other risky behaviors.

Constantly seek ideas to keep the Sailors interest.

- Ensure membership in your MWR Committee represents command age demographics.

Encourage your single Sailors to visit onbase/Navy MWR Recreation facilities. These facilities provide a safe and clean environment at a fraction of the cost outside the base.

Invite the local resident NCIS agent or a local State Police representative:

- To your next General Navy Training session.
- Safety stand-down.
 - Discuss their geographic involvement in dealing with drug use.
 - The legal consequences for those who choose to use drugs both INCONUS and overseas.
- Information is power and the right information will provide your Sailors the power and ability to make the right choice when it comes to rejecting drugs.

Make the PERS-6 website at <http://navdweb.spawar.navy.mil> your primary source for drug use prevention information. BE ALERT! Drug users are predators who single out insecure and lonely Sailors. The more information you have the more effectively you can combat drug use.

For more information on effective drug use prevention efforts call (C) 901 874-4247, (DSN) 882-4247 or email p603a@persnet.navy.mil.