



**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, 101ST AIRBORNE DIVISION (AIR ASSAULT) AND FORT CAMPBELL  
2700 INDIANA AVENUE  
FORT CAMPBELL, KENTUCKY 42223

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter #9 – Army Substance Abuse Program (ASAP)

1. References:

- a. Army Regulation (AR) 600-85, *The Army Substance Abuse Program*, 23 July 2020
- b. Unit Prevention Leader Handbook, Version 3.1, November 2018
- c. 101st Airborne Division (Air Assault) Standard Operating Procedures for Military Urinalysis Drug Testing Program, 20 June 2020

2. Policy. This policy memorandum is established to define the Installation Senior Commander's policy for the Army Substance Abuse Program (ASAP) IAW AR 600-85, paragraph 2-15. ASAP is a command program that emphasizes readiness and personal responsibility. Preventing drug and alcohol related issues from developing is the overarching premise of ASAP. The secondary goal of the program is to compassionately treat problems as they arise. We will accomplish this as a team by fostering a caring command climate, promoting care through knowing your Soldiers and Army Civilians, and empathetically showing regard for their unique role in the Army Family. Fort Campbell personnel are encouraged to self-identify substance abuse and seek treatment. The Limited Use policy supports Soldiers' self-identification with the goal of rehabilitation and retention, and prohibits the use of protected evidence against Soldiers in actions under the Uniform Code of Military Justice (UCMJ) or on the issue of characterization of service in administrative separation proceedings (AR 600-85, paragraph 10-12).

3. Actions. Commanders will:

- a. Focus on prevention. Inspire your Army Family to avoid overconsumption of alcohol and dependence on substances; maintain strict adherence to mandatory training with engaged leadership and candid dialogue; conduct command level briefings centered on empathy and compassion that will engage sensitive substance abuse issues, and; develop unit activities designed centered on healthy behavior.
- b. Broaden prevention strategies. In conjunction with the ASAP Risk Reduction Program, develop a comprehensive prevention plan and supplement training with

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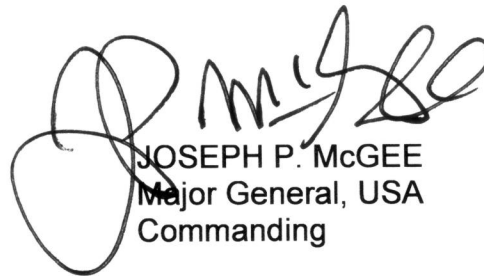
alternative coping skills developed through Comprehensive Soldier and Family Fitness (CSF2). These skills help build protective factors ahead of crisis situations and thereby possibly avert Soldiers, Civilians, and Families from depending on substances to cope with stress or crisis. Civilians and Family Members may use the Employee Assistance Program to assist them in resolving adult living issues.

c. Attack stigma directly. Stigma associated from seeking treatment often inhibits those in need from getting help. Leadership must work to overcome judgmental attitudes and actions that deter people from seeking help. Encourage Soldiers and Civilians to get treatment at the earliest opportunity ahead of adverse administrative actions. I challenge Commanders to communicate a caring attitude for their people to seek treatment for recovery rather than lose a capable member of the team.

d. Foster a caring command climate. Commanders must have a robust presence to develop a viable caring command climate. When possible, engage in supporting treatment while maintaining a helping attitude. How you treat your personnel, even in the worst case scenario, is observed by the rest of the unit. Treating those within your command with dignity and respect may help the next person to get help before substance abuse hinders health or performance.

e. Conduct unit testing. Unit or Battalion Prevention Leaders (UPL/BPL) are tasked to implement the Commander's ASAP program to deter illicit drug use. Commanders will select a UPL/BPL in the spirit and vision of caring contained in this policy who project a caring attitude to prevent substance abuse. Each UPL and BPL will maintain liaison with their higher command and integrate trends with unit health promotion/risk working groups.

4. Point of Contact. The point of contact for this policy is the Army Substance Abuse Program Manager, Mr. Matthew Younger, at (270) 412-0214.



JOSEPH P. McGEE  
Major General, USA  
Commanding

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