

Army Substance Abuse Program



FAWN STREET, BLDG 1108
(Behind JBER-R NCOA)
(907) 384-1411/2/7, 384-7366/7369/0863



Monday-Friday 0730-1630

Mission

ASAP's mission strengthens readiness and supports resilience of the Total Army Family by reducing substance abuse and misuse in all populations served by JBER-Richardson ASAP thereby promoting combat readiness, well-being, safety and a drug-free community.

Our functional areas of focus are:

- Biochemical Testing Program
- Risk Reduction Program
- Employee Assistance Program (EAP)
- Universal and Selective Prevention Education Programs

Substance misuse and abuse detracts and undermines individual and unit mission readiness; it affects unit safety, morale and cohesion in a variety of self-defeating predicaments and complications. Service members and employees may display:

- Declining quality of work
- Distraction or decrease in productivity
- Missed work
- Excessive use of leave
- Violence in the workplace
- Poor impulse control
- Mental Health issues / self-medication
- Poor relationships with family, friends and colleagues

Investment with ASAP can reduce future problematic behaviors, restore unit efficiency and promote an esprit to corps. If counseling is necessary, please refer the individual to the Substance Use Disorder Clinical Care (SUDCC) program located at the Army Troop Medical Clinic. ASAP's role assists commanders and supervisors in making informed decisions that strengthens readiness by engaging Soldiers and employees at the earliest sign of deviation from standards or behaviors.

EAP Suggestions for Supervisors

Supervisors should call the EAP Coordinator as soon as you suspect your employee is foundering and their job performance is affected by personal issues, physical &/or mental health factors, work discord, etc. Timeliness is key to addressing the issue(s); do not be swayed if the employee appears to make short-term improvements/adjustments only to revert back to their original maladaptive behaviors. Supervisors do not need to be counselors; their responsibility is to identify the problem(s) and hold all employees to their work performance standards.

- Encourage and schedule with the EAP Coordinator (EAPC) for a variety of universal prevention education activities and classes to keep expectations and industry best practices working on the job.
- Support time off for intervention & prevention appointments and classes—Call the EAPC at 384-0836 for more information.
- Prevent substance misuse and/or abuse among your employees through state-of-the-art universal and/or targeted education. Make employees aware of the negative consequences and dangers of excessive alcohol/drug use, self-defeating behaviors, workplace violence outbursts, etc.

Biochemical Programs

Alcohol misuse and/or drug abuse is inconsistent with Army values and readiness. The Army's drug testing policy is dependent on an aggressive and thorough UA program requiring the participation of all Soldiers and Testing Designated Position (TDPs) employees selected for testing. It is imperative that those selected for testing provide a specimen in a controlled and secure environment. Therefore, selected personnel will not avoid providing a urine specimen when ordered; dilute a urine specimen to reduce quantitative value of possible drug metabolites of the urine specimen; substitute any substance for their own urine, including the urine of others; chemically alter, adulterate, or modify their own urine; or assist another in doing any of these actions. Tenets of the programs are:

- Conduct a legally and forensically acceptable program
- Minimum monthly RANDOM testing for Soldiers
- TDP random testing at an annual rate designated by the Department of Health & Human Services
- Medical Review Officer evaluations for all 'potential' prescription drug positive results

Alcohol abuse and resulting misconduct will not be tolerated. Responsible drinking is defined as drinking in a way that does not adversely affect an individual's ability to fulfill their obligations and does not negatively impact the individual's job performance, health, well-being, or the good order and discipline in a unit or organization. A civilian employee's decision to consume alcohol is normally a personal matter. However, when alcohol abuse interferes with the employee's ability to perform their official duties, the Army as an employer does have legitimate concerns regarding the proper performance of duties, health and safety issues, and employee conduct at the work place.

Prevention Education Services

The objectives of alcohol, other drug abuse and gambling disorder prevention are to:

- (1) Prevent, deter, and reduce alcohol, other drug abuse, and gambling disorder.
- (2) Provide commanders, Soldiers, DA Civilian employees and Family members with substance abuse and gambling disorder prevention and awareness training as requested.

We provide state-of-art prevention education services. Those military, family members and civilian employees who received a DUI can get a **FREE** Alaska Alcohol Information School remedial education class from ASAP; cost of such a class downtown can be upwards of \$300.00.

"Prevention" can be defined as a proactive process, which empowers individuals and groups to meet the challenges of life events and transitions by creating and reinforcing conditions that promote healthy behaviors and life styles." Alcohol and drug abuse prevention includes all measures taken to deter and reduce to the lowest possible level, the abuse or misuse of alcohol and other drugs. All classes are **FREE** and open to eligible personnel.

Risk Reduction Program

The ARMY Risk Reduction Program (RRP) provides an efficient way of assisting commanders in identifying and addressing high-risk behaviors such as substance abuse, suicides, family abuse, AWOL, crimes against society/property/persons, DWIs, accidents class C, D & E, financial indebtedness, etc. The RRP assists commanders to effectively utilize existing installation resources to reduce or prevent high-risk behaviors from impacting mission readiness and Soldier's well-being.

The Army developed the Commander Risk Reduction Toolkit (CRRT) to improve leaders' visibility and increase readiness across their formations. It provides individual Soldiers' unit history and behavioral trends. The dashboard pulls information from multiple authoritative Army databases to present a more concise report about the Soldiers in, or newly arriving to, a unit. The CRRT provides commanders near real-time insights into their Soldiers individual readiness using personnel data covering more than 40 factors and employing a series of algorithms developed from a predictive behavioral model.