



**2020 SUBSTANCE ABUSE
SUPERVISORY TRAINING
for
NCR MARINE LEADERS**





**This training will enable
command leadership to
meet Requirements set
forth in MCO 5300.17A,
chap 2, par 1c(2) and par
1d
(Think Prevention!)**





**Emphasizing
“PREVENTION,” means
being PROACTIVE to
“get” Marines before
they “get” themselves
(In trouble)**





WHAT WE WILL LOOK AT

- ❑ Marine Corps policy on substance abuse, i.e. both alcohol & drug abuse and the role of urinalysis (deterrence)
- ❑ Importance of recreational activities as alternatives to alcohol and drug abuse
- ❑ Early warning signs and progressive nature of alcohol & drug abuse
- ❑ Supervisors' role in setting a positive example, preventing alcohol abuse, and the identification and referral of abusers leading to education/treatment and recovery
- ❑ The fact that alcohol and drug abuse contributes to domestic abuse, financial difficulties, and sexual assault, and that alcohol and drug abuse is sometimes a mechanism used to cope with Combat Operational Stress



Marine Corps Substance Abuse Policy

(taken from par 1.a. on page 1-1 to encl (1) of MCO
5300.17A)

Substance abuse and the distribution, possession, use,
trafficking, or distribution of illegal-
unlawful/wrongful-use drugs or drug paraphernalia is
contrary to the effective performance of Marines and to
the Marine Corps mission, and
will not be tolerated

Alcohol and drug offenses will be dealt with
swiftly and effectively

“Swift, Silent, and Deadly”



Marine Corps Policy on Illegal Drugs





Marine Corps Policy on Illegal Drugs

❑ To Be Quite Specific

- ❑ Possession, use, trafficking or distribution of illegal drugs or drug paraphernalia is contrary to the effective performance of Marines and to the Marine Corps mission, and **WILL NOT BE TOLERATED**
- ❑ The wrongful use, possession, manufacture, distribution, or introduction onto a military installation, vessel, vehicles, or aircraft used by or under control of the armed forces by any person, of natural substances (e.g. fungi), chemicals (e.g. chemicals wrongfully used as inhalants), propellants, or prescribed or over-the-counter drugs or pharmaceutical compounds with the intent to induce intoxication, excitement, or stupefaction of their own central nervous system, or that of another, is prohibited.



Marine Corps Substance Abuse Policy

- ❑ Supervisors are required to identify, counsel, and treat Marines identified as alcohol or drug use disorder criteria
- ❑ Under no circumstances should any substance abuse intervention program established under this authority be degrading or employed to single out or devalue that Marine.



Marine Corps Substance Abuse Policy

For ALL substance abuse incidents, the Marine is assessed, counseled and (When warranted) disciplined under the UCMJ and referred to the nearest SACCC, or other service equivalent for screening in a timely manner



Supervisor should know both (1) WHAT TO LOOK OUT FOR and (2) WHAT TO DO!



*Substance Abuse Combat Center
"Prevention with an Attitude"*



Substance Abuse Incidents

- What is a Substance Abuse Incident?
 - Any incident involving.....
 - Reporting of onboard alcohol and or drug abuse problems will be treated like other reports of serious manpower or equipment casualties.
 - The mere fact of reporting incidents will not reflect adversely upon the reporting officer's professional abilities.



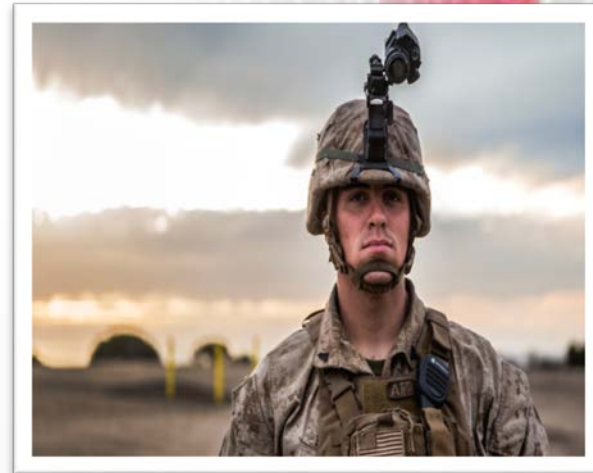
Impacts of High Risk Drinking on the Mission

Combat Readiness

Unit Effectiveness

Individual Productivity

Takes Marines away from their jobs





Guided Discussions



Risks associated with irresponsible drinking

- Drinking Contest/Games
- Drinking & Driving
- “Pre-Flight”
- Drinking at inappropriate times
- Drinking to get drunk
- Use of alcohol with medications
- Coming in to work intoxicated or hung-over



Alternative Activities

- Dispel the misconception that hard drinking makes you a hard Marine
- Ensure that your Marines understand consumption of alcohol is NOT essential to being a Marine
- Discourage activities that encourage drinking
- Understand that alcohol abuse constitutes unacceptable behavior



Alternative Activities

- ❑ The goal is drinking responsibly
- ❑ Pursue and develop cooperative efforts between military and civilian prevention programs
- ❑ Encourage your Marines to engage in non-drinking events during off-duty hours, i.e., tutoring, college and vocational classes, mentoring, coaching sports, involvement in youth programs, and volunteer fire and rescue service.



Early Warning Signs of Alcohol Abuse

- Neglecting responsibilities at work or home
- Alcohol use in dangerous situations
- Repeated legal problems because of drinking
- Alcohol use is interfering with relationships
- Using alcohol to relax or de-stress
- Needing more alcohol to feel the same effects
- Showing up to formations or meetings reeking of alcohol
- Bloodshot eyes, pupils larger or smaller than usual
- Deterioration of physical appearance or grooming
- Degraded work performance
- Unexplained financial problems
- Lack of motivation; appears “spaced out”
- Appears fearful, anxious or paranoid



Supervisor's Role

- ❑ Set a positive example, “Ductus Exemplo”
- ❑ Create a positive environment
- ❑ Explain up front what is expected
- ❑ ID and refer Marines with potential alcohol use disorder (Mild/Moderate/Severe) to the SACC
- ❑ When warranted, discipline ALL offenders under the UCMJ by consulting with the Command Staff Judge Advocate



Supervisor's Role

- Recognize that alcohol and drug abuse contributes to many of the “BOOM” incidents
 - Suicides
 - Sexual Assault
 - Domestic abuse
 - ARI's/DUI's
 - Financial difficulties
 - Etc., etc.





USMC Policy on Urinalysis

- ❑ ALL Marines are required to be tested annually, regardless of rank, for the presence of drugs
- ❑ Additionally, unit commanders will direct the SACO to test at least ten percent of their population monthly.

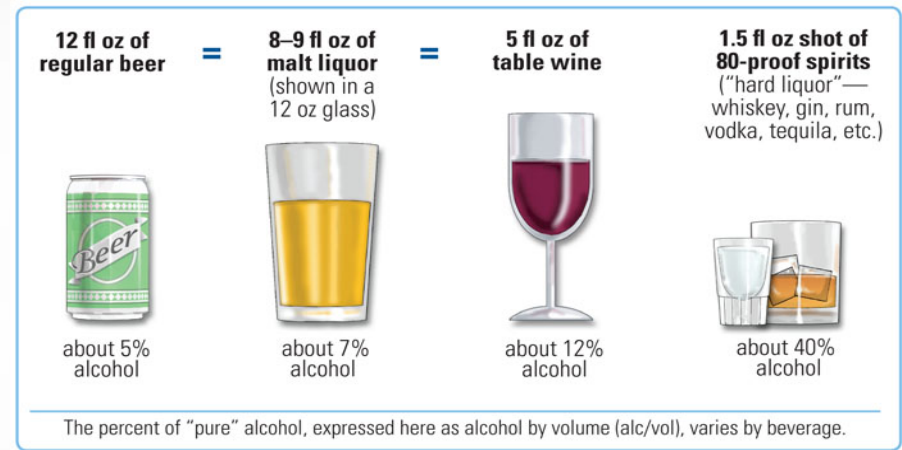




Alcohol Screening Program Policy

EVERY MARINE is required to be tested annually, regardless of rank, for the presence of alcohol using the Alcohol Screening Program

The Alcohol Screening Program is conducted in conjunction with the random urinalysis program.





And Now: ...A WORD ABOUT CBD OIL...

- ❑ Marine Corps policy says that each Marine is ultimately responsible for whatever---as in WHATEVER... he/she chooses to put into his/her system
- ❑ SO DON'T BELIEVE THE HYPE
- ❑ Because MARINES right here in the NCR HAVE TESTED POSITIVE after using CBD oil





Good Command-Instituted Prevention Measures Can Include Ensuring That

- Implementation of policies supportive of responsible drinking in all aspects of club & recreational activities
- Alcohol is not given as a gift/sold at reduced prices
- Suitable non-alcoholic beverages are readily available



Good Command-Instituted Prevention Measures Can Include Ensuring That

- Alcohol is not sold/served to underage Marines
- Food is available whenever alcohol is served
- Ongoing drunk driving prevention programs are established
- Firm/equal treatment of alcohol abusers is promoted
- SACO notes published in Unit Plan of the Day



- ❑ While the Marine Corps emphasizes prevention & deterrence
- ❑ The reality is that at some point some Marines might need an extra little bit of “love”
- ❑ Because while prevention is all well and good, _____ (life) happens!
- ❑ So, How do you find that out?



❑ Definition of Alcohol Use Disorder Mild (F10.10)

- ❑ Alcohol use disorder (mild) is a chronic illness where a person refuses to give up drinking despite neglect of work & family
- ❑ Left untreated, can lead to physical and psychological dependence



- Alcohol Use Disorder Moderate/ Severe (F10.20) is an illness which can lead to alcoholism,**
- Is both Chronic and**
- Progressive---not to mention that**
- IT WILL KILL YOU**



What to Look For When You Suspect a Problem

- Odor of alcohol on the breath
- Frequent intoxication
- Difficulty focusing; glazed appearance of the eyes
- Uncharacteristically passive, or combative and argumentative behavior
- Deterioration in personal appearance and hygiene
- Gradual deterioration in job performance.



What to Look For When You Suspect a Problem

- Lateness for work or formation
(especially on a Monday morning)
- Unexplained bruises and accidents
- Irritability
- Flushed skin
- Lapses of memory (blackouts)
- Availability and consumption of alcohol becomes
the focus of social or professional activities



❑ What to Look For When You Suspect a Problem

- ❑ Some Marines may deny there is a problem, minimize issues, or refuse to participate in recommended services which could indicate that more serious problems requiring more active involvement from leaders are occurring
- ❑ Marine may not be showing any signs of improvement or problems may escalate after intervention, so leaders may want to consult with SJA or Marine & Family Programs to determine whether another course of action (to include disciplinary) might be called for



What to Look For When You Suspect a Problem

- As you become more aware of your Marines' drinking behaviors, you may find yourself with an individual who continues to consistently make bad drinking decisions despite your best attempts to get him/her to think and act differently
- That individual may tell you he/she doesn't need any help
- Once that happens, you need to recognize that the individual may be incapable of making good drinking decisions because
- The problem has now escalated to a level requiring a SACC referral



❑ What to Look For When You Suspect a Problem

- ❑ Referral is a CO judgment call, based on any credible signs and symptoms indicating a possible alcohol abuse problem
- ❑ After a CO makes the judgment call to refer, Marines come to the SACC for initial screening & evaluation
- ❑ Leaders should support recommended SACC plan of action for overcoming identified problems.



☐ RESOURCES

- ☐ MCCS Marine & Family Programs personal, financial, & other advice
- ☐ One-Source - Anonymous personal, financial, & other advice
- ☐ Navy & Marine Corps Relief Society - Financial counseling & Assistance
- ☐ Legal Assistance - Legal assistance and advice
- ☐ Medical - Mental Health evaluation & treatment + health promotion
- ☐ Targets of Opportunity, i.e. other service and civilian resources as may be necessary based on your location and other factors.



After conducting the interview, SACC can make one of five recommendations:

Command Level Education (Alcohol Aware)

SACC-conducted education (Early Intervention/Prime for Life)

Outpatient Treatment (4-6 weeks)

Intensive Outpatient Treatment (6 weeks)

Residential Treatment (4-6 weeks).



**Following
completion of
treatment, a Marine
is assigned to a
minimum six-month
of command-
monitored
Aftercare**



BOTTOM LINE?

- Remain mindful of Marine Corps policy & **WHEN IT'S WRONG, "DON'T GO THERE"**
- For Marines needing help, there's nothing wrong with them
- Those Marines should be encouraged to "Stand UP," come forward, get that help---continue to take care of that investment
- You Can Say to Them:

**"Protect What
You've Earned!"**

