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POLICY ON SUBSTANCE ABUSE

Standard: The Marine Corps and Headquarters and Support Battalion policy on substance abuse (drugs or alcohol) is clear – It is wholly contrary to our ethos and will not be part of this Command.

Drugs - The distribution, possession, use, trafficking of illegal drugs or drug paraphernalia, natural substances (i.e., mushrooms), chemicals (i.e., chemicals wrongfully used as inhalants), propellants, or prescribed or over-the-counter drugs is contrary to the effective performance of Marines, Sailors, and Civilian employees and to the Marine Corps mission, and will not be tolerated. Drug offenses must and will be dealt with swiftly and effectively on a case-by-case basis.

Alcohol - Alcohol is the most prevalent substance that is abused. When you decide to drink, drink responsibly. Have a plan and recognize when your fellow Marines, Sailors, and Civilian employees have had too much to drink. It is okay for personnel not to consume alcohol and shall be free from pressure to consume alcohol; all personnel in H&S Battalion will respect the choice of others.

Action. All Marines, Sailors, and Civilian employees must refrain from illegal drug use, possession (of drugs or drug paraphernalia), or distribution. Also, it is incumbent upon you to report to the command or proper law enforcement authorities when you suspect illegal drug activities are happening.

All Marines, Sailors, and Civilian employees must understand that you must be free and clear of the effects of alcohol while at work. Having a plan and drinking responsibly will combat the fact that we cannot predict when an incident will occur, but when it does, your Detachment will have the means and abilities to respond effectively.

If you think you might have an alcohol problem, take advantage of the resources available to get assistance before it is too late. Your emotional well-being and physical health are critical to this command's success. I need you to be operationally ready and want you to leave this command at a higher level of physical, spiritual, and mental fitness.

Leadership is the key to preventing substance abuse. Do not ignore the warning signs/indicators of any of these behaviors. Actively promote a culture that discourages illegal drug use or actions/words that encourage excessive drinking. Endorse reporting of signs and indicators of drug abuse or excessive alcohol consumption.

Bottom Line: Substance abuse – alcohol and drugs – negatively impacts the command and can lead to further personal problems such as domestic abuse, financial difficulties, sexual assault, and is a common mechanism used to cope with stress. **Substance Abuse will not be part of this Command.**

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