



REPLY TO
ATTENTION OF:

DEPARTMENT OF THE ARMY
HEADQUARTERS, 1ST ARMORED DIVISION AND FORT BLISS
11685 SERGEANT MAJOR BOULEVARD
FORT BLISS, TEXAS 79916-6816

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Letter #2, Alcohol Abuse Prevention; the Sober Armies Bravely Expedite Readiness (SABER) Incentive Program; Army Substance Abuse Program (ASAP) Rehabilitation Failure Guidelines; Risk Reduction Program and Fort Bliss Applied Suicide Intervention Skills Training (ASIST)/Gatekeeper Assignment, Duties and Responsibilities

1. References:

- a. AR 600-63 Army Health Promotion, Rapid Action Revision (RAR), 7 August 2010.
- b. AR 600-85, The Army Substance Abuse Program (ASAP), RAR, 2 December 2009.
- c. AR 190-5, Motor Vehicle Traffic Supervision, 22 May 2006.
- d. DA Pam 600-24, Health Promotion, Risk Reduction, and Suicide Prevention, RAR 7 August 2010.
- e. Fort Bliss Regulation 190-5, Motor Vehicle Traffic Supervision, 25 August 1994.
- f. The Army Center for Substance Abuse Program (ACSAP) Handbook, Risk Reduction Program.
- g. Suicide Prevention: A Resource Manual for the United States Army.

2. Purpose: This policy outlines the Fort Bliss policy on alcohol abuse prevention, the SABER Incentive Program, Risk Reduction Program, and to establish the policy for selecting and assigning certified ASIST/Gatekeepers T2 trained individuals within the unit. The commander will maintain a roster of Soldiers within the unit who are T2-trained ASIST/Gatekeepers.

3. Applicability: This policy applies to all Active Army, Army National Guard (ARNG), and U.S. Army Reserve (USAR) Soldiers on active duty (AD), in AD training, or in a duty status under Title 10, U.S. Code, who are assigned to, attached to, or performing duties at Fort Bliss (including William Beaumont Army Medical Center, East Fort Bliss, Dona Ana Base Camp, and McGregor Base Camp); all Fort Bliss and tenant organizations and all commanders assigned or attached to Fort Bliss.

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4. Responsibilities:

a. Alcohol Abuse Prevention and the Sober Armies Bravely Expedite Readiness (SABER) Incentive Program are as follows:

(1) It is Army policy to maintain a work environment that is free from alcohol and substance abuse. Commanders will ensure that subordinates are educated about alcoholism, drug addiction, early signs and symptoms, intervention techniques, and debilitating effects on the individual, families, and Army's readiness per AR 600-85.

(2) Leadership is and always will be about taking care of Soldiers, civilians, and Families. Individuals have a responsibility and duty to ensure those who use alcohol do not endanger their own or other lives by operating a vehicle under the influence of alcohol. Leaders will integrate installation, unit, and individual prevention strategies and publicize the fact that abuse of alcohol will not be tolerated.

(3) Commanders are encouraged to implement incentive programs to reward individuals and units for consecutive days without Driving Under the Influence/Driving While Intoxicated (DUI/DWI) or other alcohol-related incidents, as well as consecutive days without other substance abuse-related incidents. Incentives may include early release or training holiday.

(4) As an additional incentive, this command will continue the SABER Incentive Program. This is intended to recognize units that have implemented a substance abuse program that contributes to the successful reduction of DUI/DWIs and other alcohol or substance abuse-related misconduct.

(5) The Quarterly Program Award criteria are as follows:

(a) The battalion must have conducted a urinalysis each month and within the time frame of consideration for the award. That urinalysis must be coded either Inspection Unit (IU) or Inspection Random (IR). As long as a urinalysis is conducted within the battalion each month the submitting unit, within that battalion, will receive credit for testing that month. NOTE: For the purpose of this policy, "battalion" refers to units organized in a traditional battalion structure or battalion equivalent organizations (Companies, detachments, units).

(b) The unit is 100% free of alcohol or drug related incidents (Military Police (MP) blotter and non-blotted) IAW AR 600-85.

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(c) The unit has not received an illicit positive urinalysis test during the quarter.

(d) The unit has completed quarterly substance abuse awareness training (one hour minimum per quarter) and has documented the training (sign-in rosters and lesson plan) to the ASAP Prevention Coordinator.

(6) Units that have met the above criteria for a quarter should submit a memorandum requesting the SABER Award with their Brigade Commander's signature (Encl) to ASAP NLT the first five working days of the following quarter. After the request has been evaluated and all criteria met, a streamer will be awarded and a training holiday awarded to the unit to be taken within 30 days after the quarter has ended.

(7) A unit awarded four consecutive streamers for the current Fiscal Year will be awarded a Gold Streamer for the final quarter and a four day pass to be taken in the month of October.

(8) The SABER Gold Streamer Criteria are as follows:

(a) The units must have four streamers for the current Fiscal Year.

(b) The unit must conduct 600% urinalysis during the current Fiscal Year, per Command Policy GS-06-10, Urinalysis Testing.

(c) The unit must conduct four hours of substance abuse unit education for 70-100% of unit strength.

(d) The unit must have a Unit Prevention Plan (UPP) and Unit Standard Operating Procedure (SOP) signed by the current commander.

(9) The aforementioned Gold Streamer criteria with supporting documentation and enclosures must be submitted to ASAP, NLT 15 October Year.

(10) Units awarded streamers will not have them recalled or returned if they do not qualify for other quarters.

(11) In November of the current Fiscal Year, the SABER Award will be presented to the units with no alcohol or drug related incidents (MP blotter and non-blotted) for the previous four quarters. The awarded units will retain the SABER Streamer until the end of the next Fiscal Year. The SABER contest runs from October to the following October.

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b. Army Substance Abuse Program (ASAP) Rehabilitation Failure Guidelines:

(1) To remain in the Army, all Soldiers who are identified as alcohol abusers must successfully complete an ASAP education and/or rehabilitation program. Soldiers who fail to be rehabilitated will be processed for separation under the provisions of AR 635-200, chapter 9 and AR 600-8-24, chapter 4. Rehabilitation failure requires initiation of separation proceedings.

(2) Any drug or alcohol incident following graduation from ASAP will be viewed as an ASAP failure. ASAP failures require mandatory processing for administrative separation. Only the first O-6 commander in a Soldier's chain of command can decide to retain a Soldier who is an ASAP failure.

(3) Commanders will process for separation Soldiers who are involved in two serious incidents of alcohol-related misconduct in a 12-month period. Additionally, any Soldier who is convicted of DWI/DUI two times during their career shall be processed for administrative separation. The retention authority for cases where a Soldier has two or more DWI/DUI convictions is the Senior Commander of Fort Bliss.

c. Fort Bliss Risk Reduction Program guidelines is as follows:

(1) The Army Center for Substance Abuse Programs (ACSAP) developed the Risk Reduction Program (RRP) in an effort to assist Commanders in identifying specific units requiring support services. The RRP is a Commander's tool designed to decrease Soldiers high risk behaviors, thus increasing Soldier and unit readiness. The program focuses on effective use of installation resources and coordinated effort between Commanders and Installation Agencies to implement effective interventions.

(2) Data is provided to Commanders on a monthly or quarterly basis, furnishing a "snap shot" of their unit relating to the 14 risk factors (i.e. deaths, accidents, injuries, sexually transmitted diseases, suicide gestures and attempts, AWOL, drug offenses, traffic violations, crimes against persons, crimes against property, spouse abuse, child abuse, finance, positive urinalysis (UAs) and alcohol offenses). This data is compared to installation and Army averages then graphically displayed as a shot group. Commanders can quickly identify problem areas and react with additional awareness training.

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(3) Each Installation Prevention Team (IPT) member is responsible for ensuring that data for their risk factor is accurate and submitted to the RRP staff by the 4th working day of the month following the end of the previous month.

(4) The IPT will meet quarterly to discuss/analyze ongoing prevention issues that affect the installation. Quarterly meetings will be held on the first Wednesday of the 2nd month following the end of each quarter.

(5) In accordance with the Deployment Cycle Support CONPLAN dated 2 May 2003, Commanders will ensure Soldiers redeploying from Operation Iraqi Freedom, Operation Enduring Freedom, and Operation Noble Eagle are administered the Redeployment Unit Risk Inventory (R-URI) within 90-180 days of their return. The R-URI is an anonymous questionnaire designed to screen for high-risk behaviors and attitudes affecting unit readiness and personal well being that may have occurred during deployment or since reintegration. The R-URI can be scheduled by calling the Risk Reduction Coordinators at 568-1033/7011.

(6) The Unit Risk Inventory (URI) (for non-deployed troops) is a anonymous questionnaire designed to screen for high-risk behaviors and attitudes that compromise unit readiness. The URI is administered to the unit on an annual basis. The results of the URI are utilized to adjust training and prevention efforts within the unit to reduce high-risk behaviors. The URI is also a great tool for Incoming Commanders to assess the climate within their new unit. Units can schedule the URI by calling the Risk Reduction Coordinators at 568-1033/7011.

(7) Each commander will take full advantage of what this program has to offer in deterring high risk behaviors.

d. Fort Bliss ASIST/Gatekeeper mission, assignment, duties and responsibilities are as follows:

(1) Mission. Every member of the Army Family has the potential to come into contact with persons at increased risk of suicide. Crucial steps in the suicide prevention process includes; awareness of the variables and life stressors that can put individuals at risk for dying by suicide. Therefore, all unit commanders will ensure that an adequate number of ASIST T2- trained Gatekeepers are assigned and functioning within their units so that all Soldiers, civilians and Family Members at risk for suicide can be identified, receive intervention and the appropriate care is administered. Gatekeepers are those ASIST T2-trained Soldiers, Family Members, and DA civilians who are strategically located throughout Fort Bliss to ensure the entire population is covered for suicide intervention.

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(2) Commanders will ensure that at least two (2) members of each squad in every platoon-sized organization will be ASIST T2-trained and assigned as Gatekeepers.

(3) Commanders will ensure that at least 25% of their personnel living in the barracks will be ASIST T2-trained Gatekeepers. Gatekeepers will be residents on each floor and represent each gender.

(4) All cadre assigned to the Warrior Transition Battalion will be ASIST T2-trained Gatekeepers.

(5) Commanders will ensure that at least 25% of all Rear Detachment personnel are ASIST T2-trained Gatekeepers.

(6) Commanders will ensure that all ASIST T2-trained Gatekeeper personnel will have a refresher course in Suicide Prevention within 60 days of redeployment and receive ASIST tune-up refresher training two years after their initial ASIST T2-training.

(7) All Commanders and First Sergeants will be ASIST T2-trained Gatekeepers.

(8) ASIST T2-trained Gatekeepers are non-rank specific Private to Colonel. All ASIST/Gatekeepers should be quality Soldiers that are mature and approachable in nature. Soldiers occupying this position require no professional or specialized background. These individuals are not to be considered trained counselors, but rather a front-line measure to identify Soldiers, Family Members and DA civilians who may be at risk for suicidal behavior and ensure they receive information and access for care. All individuals assigned this position must successfully complete the two-day ASIST T2 Gatekeeper training.

(9) Individuals selected to attend the five-day T4T ASIST Trainers program must be available to conduct the two-day ASIST T2-training for the installation as tasked by G3/DPTMS. Supervisors will be required to sign a memorandum of understanding acknowledging their commitment to release individuals appointed as trainers to assist in the conduct of the two-day ASIST T2-training. The Installation ASIST Training Coordinator will maintain a roster of all trainers on the installation ensuring they conduct the minimum three classes annually as prescribed by Living Works to keep their trainers' status current. ASIST trainers will ensure a copy of the sign-in roster is given to the Installation ASIST Training Coordinator NLT than one day after completion of a ASIST T2-training session.

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5. This policy is effective upon signature and will remain in effect until superseded or rescinded. This policy will be permanently posted on unit bulletin boards. Point of contact for this policy is the Installation Army Substance Abuse Program Office at 915-568-1033

Encl



DANA J. H. PITTARD
Major General, USA
Commanding

DISTRIBUTION:

A

SAMPLE
UNIT HEADER

OFFICE SYMBOL

DATE

MEMORANDUM FOR Commanding General

THRU: Battalion or Brigade Commander

SUBJECT: Fort Bliss ASAP (Army Substance Abuse Program), SABER (Sober Armies
Bravely Expedite Readiness) Incentive Program

1. The following unit _____, has met all the requirements for the SABER streamer for _____ QTR of FY _____, and will be taking a training holiday on _____.
2. The POC is the undersigned at _____.

CDR SIGNATURE BLOCK