



REPLY TO
ATTENTION OF:

DEPARTMENT OF THE ARMY
CYBER CENTER OF EXCELLENCE NONCOMMISSIONED OFFICER ACADEMY
25TH STREET, BUILDING 24402
FORT GORDON, GEORGIA 30905

ATZH-NC

11 February 2016

MEMORANDUM FOR Cyber Center of Excellence Noncommissioned Officer Academy
(CNCOA)

SUBJECT: Policy Memorandum #4 – Alcohol Consumption and Alcohol and Drug Abuse

1. References:

a. AR 600-85, The Army Substance Abuse Program, 28 December 2012

b. AR 635-200, Active Duty Enlisted Administrative Separations, Rapid Action Revision 6 September 2011

2. This memorandum establishes command policy to emphasize my support for the Army's Substance Abuse Policy outlined in reference 1a relative to the consumption of alcohol and use of illegal drugs by unit personnel. This policy applies to both military and civilian employees assigned or attached to the CNCOA and is required reading by all personnel. The Commandant of the CNCOA is responsible for the basic areas of prevention, education, identification, and referral for all members assigned or attached to the Academy. Additionally, the Commandant is responsible for making the final decision of success or failure of Soldiers in the rehabilitation program. Each Soldier is responsible for him or herself and expected not to indulge in the abuse of legal drugs and alcohol, or use of illegal drugs.

3. An aggressive Alcohol and Drug Abuse Program will be maintained through the use of the Commandant's In-Brief, Commandant's Call, and unannounced health and welfare inspections. In order that attempts at rehabilitation may be more successful, early identification of alcohol and drug abuse is desirable. Branch Chiefs will ensure that all Small Group Leaders and other first line supervisors are aware of the indicators of possible drug and alcohol abuse. Referral of Soldiers suspected to be abusing alcohol or drugs to the Alcohol and Drug Control Office of the Community Center is mandatory.

4. An important tool for identification is the urinalysis program. Individuals identified for urinalysis must supply a specimen. Failure to comply with the urinalysis program, at the specified time and place, constitutes failure to report and will be treated as such. Continued abuse of alcohol or drugs could result in elimination from the service urinalysis program of references 1b.

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5. Under no circumstances will Soldiers or civilian employees bring, introduce, or consume alcoholic beverages within the areas of the CNCOA or facilities without prior permission from the Commandant (see paragraph 4). Specific areas of work are the

CNCOA Headquarters (BLDG# 24402), Advance Leader Course Headquarters (BLDG# 24410), Senior Leader Course Headquarters (BLDG# 24403) and any place of business where Soldiers normally do business, e.g. Supply Rooms, classrooms, and/or Mailrooms. At no time will any Soldier or civilian employee bring or consume any illegal drug onto Fort Gordon, GA.

6. Alcoholic beverages should be either consumed at the point of purchase (i.e. Gordon Club, Teresa's Mexican Restaurant, bowling alley, etc.) or in the Soldier's assigned barracks or hotel room, which is preferred. Liquor purchased at the Fort Gordon Class VI beverage store may be required to have the Georgia State Tax paid in order to be legally transported off the Fort Gordon Military Reservation.

7. A group or unit planning a supervised unit function which includes alcoholic beverages must request and receive approval from the Commanding General. Students may consume alcoholic beverages outside barracks area and after duty hours when participating in a (Commandant) approved unit/class function. Students must submit a written request to the Commandant to consume alcoholic beverages in their day room.

8. Alcohol and drug abuse is a serious problem within American society and the Army. The Commandant will use every opportunity to discourage the abuse of alcohol and illegal drugs by troops, especially young Soldiers/NCOs who may regard drinking and drugs as a status symbol. The Commandant will emphasize alcohol and drug abuse in safety briefings and Accident Prevention Programs with special attention to driving under the influence of alcohol or drugs.

9. Violators of this policy may be prosecuted by judicial or non-judicial punishment under the Uniform Code of Military Justice.

10. Intoxication or impairment will not be tolerated while on duty at this academy.

a. Soldiers or civilian employees will not consume alcoholic beverages while on duty (including meals and breaks). On duty status is determined by a Soldier's commander and is not necessarily related to uniform wear or normal duty hours of an installation. Soldiers on shift duty will comply with this policy based on the established times of their duty and non-duty hours. This policy is punitive and violations of this provision may be punished under Article 92, UCMJ. Additionally, no student will consume alcoholic beverages after 2100 hours on nights proceeding a duty day or after 0300 hours on all other days.

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b. Soldiers assigned or attached to the CNCOA shall not have a blood alcohol level of 0.05 milligrams per milliliter (mg/ml) or above while on duty. This policy is punitive and violations of this provision may be punished under Article 92, UCMJ. Regardless of blood alcohol level, Soldiers on duty may be prosecuted under Article 112, UCMJ for being drunk on duty if, as a result of alcohol, they are mentally or physically impaired and unable to perform assigned duties. Likewise, Soldiers who report for duty while still under the influence of alcohol may be punished under Article 134, UCMJ. Moreover, if personnel are unable to perform their duties due to consumption of alcohol prior to duty they may be eliminated from the course resulting in an Academic Evaluation Report, DA Form 1059, stating "FAILED TO ACHIEVE COURSE STANDARD".

c. Civilian employees will not consume alcohol while on duty. Each civilian employee must be capable of performing duty when reporting to work and throughout the duty day. Alcohol consumption, which detracts from or impairs duty performance, will be subject to disciplinary action.

11. The Commandant, Deputy Commandant, and Branch Chiefs may order a Soldier to submit to blood and breath tests when they have probable cause, based on credible, reliable evidence, that a Soldier is drunk or under the influence of alcohol on duty or drugs. The evidence obtained may form the basis for UCMJ action and elimination from the course resulting in an Academic Evaluation Report, DA Form 1059, stating "FAILED TO ACHIEVE COURSE STANDARD".

12. Any Soldier, students and civilians of this command with an alcohol/drug problem will be afforded every opportunity to seek assistance for the problem, and will receive maximum support from this command.

13. The point of contact for this memorandum is the Deputy Commandant, MSG Jason M. Holland at 706-791-7882 or jason.m.holland2.mil@mail.mil.

ALLEN BRASWELL
CSM, USA
Commandant