



## Command Awareness

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**Alcohol and Drug Control Officer (ADCO) Summit**

**Navy Personnel Command**

**May 11, 2004**



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## Command Awareness Philosophy

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- **Science-based “Takes a community-wide effort to address substance abuse”**
- **Another tool for your prevention tool box**
  - **people based – not computer**
- **Commands have mechanism in place**
- **Better understand what is helping and what is hampering your efforts**

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## Command Awareness

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Promote  
Healthy  
Work  
Environment

Promotes  
Intolerance  
To Substance  
Abuse

**COMMAND  
AWARENESS**

Increased  
Supervisor  
Responsiveness

Reduces Barriers  
-Self  
-Others

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## Command Awareness

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Shipmates  
Rely on  
Shipmates

Positive  
Professional  
Relationships

**PRINCIPLES**

Shipmates  
Helping  
Shipmates

Reduce  
Stress

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## Command Awareness Goals

- ◆ Enhance Communication
- ◆ Stigma Reduction
- ◆ Trust in Resources
- ◆ Help-Seeking Behavior

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## Command Awareness



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## **Risk Factors And Protective Factors**

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- **Risk factors promote tolerance**
- **Protective factors promote intolerance**
- **Behaviors**
- **Attitudes**
- **Climate (environment)**
  - - **Internal**
  - - **External**

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## **Risk Factors**

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- Regular testing patterns**
- Inconsistent policy application**
- No Supervisor interaction**
- No Leadership support**

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## Protective Factors

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- Regular POD Notes
- Program Visibility
- Focus is small
- Consistent message
- Consistent Policy Application

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## Observation

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### Prevention is earliest form of intervention

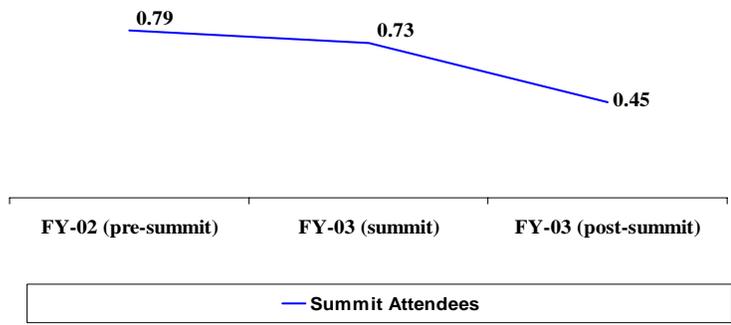
**Commands with effective Command Awareness have a marked decrease in both alcohol and drug abuse.**

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## FY-03 Post Summit Analysis: Urinalysis Trends

Includes data on all commands attending FY-03 Summits in Norfolk Jan03; JAX/Mayport Feb03; Pearl Harbor Apr03; and Bremerton May03.

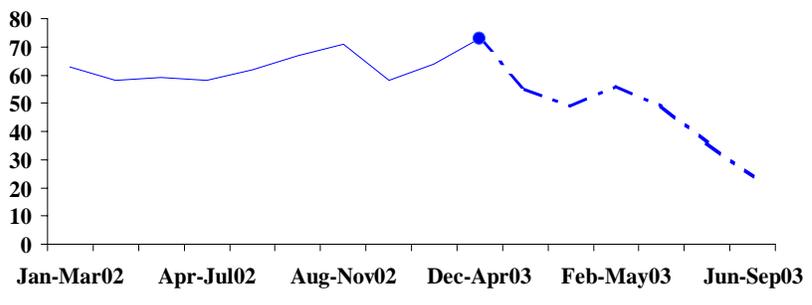


Source: ADMITS



## FY-03 Post Summit Analysis: Alcohol Related Incident Trends

Includes data on all commands attending FY-03 Summits in Norfolk Jan03; JAX/Mayport Feb03; Pearl Harbor Apr03; and Bremerton May03.



Source: ADMITS



## **Pre-Summit Command Environment**

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- **Command and work center alcohol norms tend to be “Risk Factor” and not “Protective Factor” focused.**
- **Current command policies “leave prevention to the rest of the community”.**
- **Many Sailors feel there is a stigma in asking for help for behavioral health problems.**

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## **Post-Summit Command Environment**

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- **Identify and eliminate risk factors**
- **Promote protective factors**
- **Encourage positive supervisor responsiveness**
- **Increase awareness of alcohol and drug policies**
- **Promote a consistent message**

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## Elements Of Command Awareness

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- **Command Awareness Team**
- **Comprehensive written policy**
- **Supervisor training**
- **Command-wide education**
- **Command environment intolerant to substance abuse**
- **Strong mentoring programs**

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## Prevention Education

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- **Skills for Life**
- **PREVENT**
  - 18 – 23 year old target audience
- **DAPMA San Diego**

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## **Command Awareness Best Practices**

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- Dispel myths about drug testing**
- Supervisors trained**
- Use Mid-term and fitrep counseling**
- Professional Development Board**
- NCIS visits**

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## **Command Awareness Best Practices**

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- Khaki presence during testing**
- Weekend and Duty Section Testing**
- Sub-Group Unit Sweeps**
- Small numbers testing more often**
- Creative Discipline**

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## **Making a Difference Best Practices**

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- Quarterly meetings between DAPA and CO**
- Plan ahead for port calls**
- Community Service for DUI/DWI Offenders**
- Develop a strong Single Sailor Program**
- Alcohol Free Barracks/Zones**

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## **Making a Difference Best Practices**

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- Know when your Sailors are turning 21**
- Posters in work centers and command**
- Work center meetings**
- “DeGlam” Liberty**
  - **Teams**
  - **Period of time with no incident – liberty**
  - **Incident – team training on DeGlam Day**

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## **Making a Difference Best Practices**

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- Taxi Card Program**
- Command INDOC**
- Work with Base MWR**
  - **Command Supported Functions**
  - **Base Competition**

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## **Command Awareness**

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### **Command Awareness**

- **Improve work climate**
- **Environment promotes protective factors**
- **Increase use of resources**
- **Prevent substance abuse**
- **Eliminate stigma of seeking help**

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