

**Section 2:  
Advising  
the CO**



## Objectives

1. To be aware of the types of substance abuse prevention and response information you will be required to provide to your CO.
2. To become prepared to communicate relevant information to the CO, the XO, and the SgtMaj.
3. To be able to evaluate, understand, and support current substance abuse policies, and to advise the CO in revising policies as needed.
4. To understand the purpose of substance abuse leadership briefings, and how to actively participate in these briefings.
5. To be aware of the purpose of regular unit substance abuse reports, and how to prepare these reports for your command.

## Advising the CO

The first SACO duty described in MCO 5300.17 is to advise the CO about substance-related issues. It is the CO's responsibility to ensure that the requirements of Marine Corps orders are met in his or her unit. This includes policy, process, procedure, and program issues. When it comes to meeting requirements relevant to substance use, you are your CO's primary resource.

To have an effective substance abuse prevention program, it is essential that the CO knows the requirements relevant to substance abuse prevention and response. Most COs will already have a sense of what these requirements are. However, they may occasionally have questions about policy requirements. As SACO, you should be able to answer these questions or know where to get the answer.

In addition, when new policies come out, it is your responsibility to brief the CO regarding what these policies require at the unit level. The CO's ability to maintain compliance with requirements hinges on him or her knowing what they are. Making sure that the CO is informed about policies related to substance abuse is a primary responsibility of the SACO.

As SACO, you also should be keeping an eye on what is happening in your unit and the surrounding community. You should try to determine where substance abuse problems are happening and get a sense of the primary problem areas.

Your allies on the substance abuse prevention team, particularly the DDRC and A&SAPS, will be helpful sources of information about these issues.

SACOs are the CO's primary resource for questions about alcohol misuse, use of prohibited substances, drug testing, substance abuse treatment, and aftercare. You are not expected to have all the answers. However, if you are not able to answer a question, you should be able to track down the information and provide it to the CO.

Finally, as SACO you will need direct access to the CO to discuss issues related to preventing and responding to substance abuse problems within the unit. The SACO's job includes ensuring that the CO is aware of his or her responsibilities as they relate to substance abuse. It is important to do this with tact and diplomacy to avoid creating tensions with the CO. The types of issues that you will need to discuss with the CO are highlighted in this section.

## **Prevention**

### **Leading by Example**

The Introduction section highlights the idea that SACOs should “walk the walk,” as well as “talk the talk.” As SACO you are in a perfect position to encourage others in leadership positions within your command to set an example by not acting in ways that support alcohol misuse or use of prohibited substances. Marines will respect leading by doing more than leading by saying. SACOs and command leadership should work together to lead by example.

### **Promoting Strong Policies**

Developing strong command policies is an important step in preventing substance abuse. It can serve as a strong deterrent to prohibited substance use and high-risk drinking. Having these policies tells unit members that the CO takes substance issues seriously. As SACO, you should be able to assess, understand, and describe unit substance abuse policies, and you should actively support these policies. More detailed information about unit substance abuse policies is provided below ([Unit Substance Abuse Policies](#), p. 2-10).

### **Effective Random Drug Testing Program**

One important component of preventing illegal drug use is conducting an effective drug testing program. Random drug testing has been shown to be a very effective deterrent of illegal drug use.

As SACO, you need to make sure the CO is complying with all drug testing requirements. You will work closely with the CO in scheduling drug tests. It also is important that you maintain records documenting compliance.

Documentation that the CO ordered each test will consist of letters, memos, or emails from the CO ordering each test. If the CO verbally orders a drug test, you should request written confirmation for documentation purposes. These documents must be kept on file so they can be easily accessed if needed. They provide your legal authority for conducting drug tests, and may be required if there are legal proceedings related to a drug test.

Sometimes the CO may need to be reminded about requirements mandated by MCO 5300.17. This is for the commander's own protection. For example, a CO may want to delay drug testing of new joins while the unit is preparing for deployment. A SACO should remind the CO that the Order requires testing of all new Marines within 72 hours of arrival. This protects the CO, the Marines, and the unit as a whole.

You also should advise the CO of any suspicions of drug use within the unit. If a particular Marine is suspected of using drugs, you and the CO should discuss the best way to proceed. If the CO decides to test the Marine, you should discuss the pros and cons of different premise codes that could be used, consulting the SJA if needed.

### Informing Marines

SACOs are tasked with disseminating information to unit members about alcohol misuse, prohibited substances, and available resources. In doing this, it is important to think about which information is likely to be most useful and relevant to those in your unit. The CO can help with this; he or she may have an agenda or theme they want to promote for the month. Work with your CO to think through the content of information and the medium in which you want to disseminate the information (media reports, email messages, brochures, etc). You can also advise the CO on timely issues that are relevant to your unit and work together with him or her to find ways of disseminating the information and informing Marines.

### Ensuring that Substance Abuse Education is Provided

It is the duty of the DDRC and A&SAPS to coordinate annual prevention education. As SACO, you are responsible for ensuring substance abuse education is provided to your unit. Although SACOs aren't expected to provide substance abuse education themselves, you should actively support education efforts. It's important to be familiar with the installation's substance abuse prevention plan;

as SACO you should support the implementation of this plan. In assisting the DDRC and A&SAPS, you should be available for consultation and to serve as a resource as needed.

Prevention education should not be viewed as a box to check off on the inspection checklist. It is an opportunity to provide helpful and relevant information to unit members. Take this responsibility seriously.

## **Response**

### **Identifying Marines with Possible Problems**

There are several ways to identify Marines with possible substance abuse issues: drug testing, alcohol- or drug-related incidents, inspections, breathalyzer testing, direct observation, command referral, self-referral, and check-ins with new arrivals. The CO can direct a targeted drug testing effort or as SACO you can come across a substance user by direct observation. In some cases you will take the lead and directly advise the CO regarding specific areas for inspection. The SACO and CO should be proactive and work together using a variety of strategies to identify Marines with potential substance use problems.

**Positive Drug Tests.** If the CO has a question about the meaning or interpretation of a positive drug test result you may be called upon to find the answer. You should also be able to answer the CO's questions regarding proper procedures following a positive test result.

When there is a positive drug test, the medical officer (MO) will assess whether there is a legitimate medical explanation for it. This decision will be based on whether a drug was prescribed according to the Marine's medical and dental records. After receiving the MO's determination, the CO will decide whether illegal drug use occurred. As much as possible, encourage the CO to implement consistent standards in making these decisions. If there are *always* adverse consequences of violating drug policies, this can be a strong deterrent to illegal drug use in the unit.

**Alcohol-Related Incidents (ARIs).** When a Marine is involved in an ARI, the CO will determine whether a violation has occurred. As is the case with drug use, the CO should be encouraged to give consistent consequences to Marines who violate alcohol policies. Marines who have alcohol problems can get professional help at the SACC. By doing so, they may be able to avoid negative career consequences. It is important Marines understand that the best way to avoid problems is to seek help *before* an alcohol-related incident occurs.

## Substance Abuse Leadership Briefing

Substance abuse leadership briefings provide an opportunity for unit leadership and members of the substance abuse prevention team to make plans for how to work together to prevent and respond to substance issues in the unit. Ideally, the meeting will include the CO, XO, and SgtMaj, as well as several members of the substance abuse prevention team (the SACO(s) and ASACO(s), the DDRC, the A&SAPS, and the SACC director), as available.

A leadership briefing should be conducted soon after you complete your SACO certification. In addition, you should consider holding a new leadership briefing whenever there is a significant change in unit leadership (e.g., CO or XO) or in substance abuse prevention personnel (e.g., the DDRC, A&SAPS, or SACC director).

Substance abuse leadership briefings serve many important purposes:

1. **Establish working relationships.** An important function of leadership briefings is to establish good working relationships between unit leadership and key members of the substance abuse prevention team. Establishing these relationships at the outset will make unit substance abuse prevention and response efforts run much more smoothly.
2. **Provide an overview of the issues that need to be regularly addressed.** Make sure the CO is aware of the range of issues that you will need to discuss with him or her with respect to substance abuse prevention and response. This meeting is an initial opportunity for you to remind the CO of all the ways in which the two of you will need to interact.
3. **Develop a sense of CO's substance abuse priorities.** The leadership

briefing will help you to understand your CO's views on substance abuse and misuse. It also will help you to assess whether he or she is more concerned about some substance use issues than others.

4. **Establish a communication system.** Another issue to discuss at this meeting is how the CO prefers to communicate with you. You might hold regular meetings in person, handle most issues by phone, communicate in writing (by memo or email), or use some combination of these strategies.
5. **Assess existing unit policy.** This briefing provides an opportunity to review existing unit substance abuse policies (if they exist) or to discuss developing unit substance abuse policies (if current policies do not exist). Prior to the meeting, you should talk to the prior SACO, the DDRC, and/or the A&SAPS to find out about existing unit policies (if any). If policies exist, review them and determine whether they could be improved. Potential revisions can be discussed at this meeting, or plans can be made at this meeting to address policy issues in the future.
6. **Develop a process for regular reporting on unit status.** It is important to keep the CO informed about substance abuse issues in the unit. At the leadership briefing, you should find out what information the CO would like to receive on a regular basis. You can then develop regular unit substance abuse reports to provide the CO with this information, as discussed below. If the Marine serving as SACO before you developed an efficient reporting system you may be able to use it, or make changes to it, instead of creating a new process. Also, discuss with the CO how often he or she would like to receive reports.

## Unit Substance Abuse Reports

One way to streamline the information the CO receives is by providing him or her with regular unit substance abuse reports. Possible topics include substance-related problems that are occurring in the unit or surrounding community, and positive prevention steps that are being taken (e.g., drug testing, prevention education).

Unit substance abuse reports will serve as tools in your regular advising duties;



they can provide a starting point for conversations with the CO about how the unit is doing, and can provide warning about future problems that may be coming down the road.

Besides providing you and the commander with regular updates on how the program is going, these reports can help to identify gaps in unit policy, prevention, or response to substance abuse issues. They can also make it easier to track changes in patterns of substance problems over time.

There are several types of information that could be included in unit substance use reports. Examples are provided in the table below. Note that there are other possibilities besides these. The ultimate guide of what to include in unit substance abuse reports should be the types of information your CO wants.

**Possible Information to Include in  
Unit Substance Abuse Reports**

- Percentage of Marines tested per week/month/year to date.
- Number of Marines not tested this year to date.
- Number of random drug tests conducted per month.
- Number of Marines who tested positive this year to date.
- Specific drugs revealed in positive drug tests.
- Status of MRO packages for positive tests.
- Drug testing discrepancies (types and numbers).
- Type and number of substance abuse trainings conducted.
- Other prevention activities conducted.
- Number of Marines currently in treatment or aftercare.
- Status of Marines currently in treatment or aftercare.
- Trends over time in substance-related incidents.
- Emerging substance issues on base/in the local community.
- Rate of positive tests, compared to the:
  - Previous year
  - Installation as a whole
  - USMC as a whole

Four examples of possible report formats are provided at the [end of the chapter](#), on p. 2-14. There are many other possible formats. The DDRRC and A&SAPS can help you develop and format a report that best meets your CO's needs. However, developing an initial report format is only the first step. As the CO's interests change, or the local situation changes, it might be necessary to modify the format of the report, or what it includes.

## Unit Substance Abuse Policies

CO policies on alcohol misuse and illegal drug use can be strong deterrents to substance abuse within the unit. These policies set the tone for unit attitudes toward substance misuse. As SACO, you should be able to describe unit substance abuse policies and explain their importance. You also should actively support these policies.

It is important for the CO to have separate policies on alcohol misuse and use of prohibited substances. This allows them to explain and highlight differences in the consequences of these two types of substance problems (as described below).

### Policy Guidelines

#### Alcohol Policy Guidelines

For the command alcohol policy, the key components are:

1. To state the commander's position on alcohol misuse.
2. To define high-risk drinking so it is clearly understood by all Marines.
3. To encourage Marines to seek help **before** an alcohol-related incident (ARI) occurs.
4. To emphasize specific consequences that will result from an ARI.
5. To stress responsibility for self and others.

#### Prohibited Substance Use Guidelines

A command-level policy on use of prohibited substances may not seem necessary since the Marine Corps policy is zero tolerance; however, the command policy can serve to reinforce the zero tolerance policy and emphasize that the CO stands firmly behind it.

Crucial components of unit policies on prohibited substance use are:

1. To state that the CO will have zero tolerance for prohibited substance use

- or possession of prohibited substances or paraphernalia.
2. To make clear that use of prohibited substances includes the use or possession of:
    - Illegal drugs.
    - Prescription drugs if prescribed to someone else or used for reasons other than their intended purpose.
    - Substances that may not be considered drugs but are used to “get high.”
  3. To highlight that new substances that are used to “get high” are prohibited regardless of their legal status in the civilian sector.
  4. To emphasize that all Marines in the unit, regardless of rank, must comply with ordered drug tests.
  5. To stress that all Marines must cooperate with SACOs, UPCs, and observers as they carry out their drug testing duties.

***The unit should have separate policies for alcohol misuse and illegal drug use, because these problems have very different consequences.***

## **Policy Dissemination**

### **Policy Formats**

Policies can be disseminated using either or both of the following formats:

1. **Policy letter.** A policy letter details the CO’s policies related to alcohol misuse or use of prohibited substances. Policy letters are often used to brief new arrivals in the unit, and to re-brief Marines prior to extended leave or liberty. For these purposes, they are often used with a memorandum of understanding (MOU).
2. **One-page summary.** A brief summary of the main points of the policy may be provided in a one-pager. This is a less formal document that is accessible to Marines and suitable for posting in public areas.

**Examples** of policies are provided at the end of the chapter on p. 2-18.

Regardless of the format used, it is important that the policies make clear that the CO takes a strong stand against alcohol misuse and use of prohibited substances. It must be clear in all policy documents that the CO stands behind and owns the policies.

### Policy Distribution

The CO's policies on alcohol misuse and use of prohibited substances should be clearly displayed. As part of his or her policy, the CO may mandate that incoming unit members be briefed on the policies and asked to sign memorandums of understanding (MOUs). COs may also mandate re-briefing on these policies (and re-signing of MOUs) prior to all extended liberties. In such cases, the SA-CO will ensure that required briefings occur, and that signed MOUs are kept on file.

# What you should know about Advising the CO

1. The different contexts in which SACOs advise COs.
2. How to communicate with the CO (as well as the XO and SgtMaj), and what information to communicate to them.
3. How to evaluate the strengths and weaknesses of current policies, and how to revise the policies to strengthen them.
4. The goals of substance abuse leadership briefings, and how to organize and actively participate in them.
5. The different types of information that the CO may want to see in regular unit substance abuse reports.

# Example 2-1: Examples of Unit Substance Abuse Reports

## Example 1

<b>To:</b>	CO@usmc.mil
<b>Subject:</b>	Monthly Substance Abuse Report – <b>Month, Year</b>
Dear <b>CO</b> ,	
Information about last month's substance abuse prevention and response activities is provided below.	
Percentages of unit members tested: %	
Number of tests conducted:	
Number of positive tests:	
Number of tests with discrepancies:	
Number of Marines who received prevention education:	
Type of prevention education conducted:	
Number of Marines in treatment/aftercare:	
V/R,	
<b>Your Name</b>	
Unit SACO	

## Example 2

<b>Substance Abuse Report</b>	
<b>Name of Unit</b>	
Month/Year	
<b>Prevention</b>	
Name of training	
Number of Marines trained	
<b>Drug Testing</b>	
Number of Marines tested	
Percentage of total force tested	
Number tested positive	
<b>Monitoring</b>	
Number of Marines being monitored	
Number of monitored Marines not in compliance	
<b>Other Notes</b>	

### **Example 3**

<b>Your Logo</b>		<b>Name of Unit</b>	
<b>Substance Abuse Report for Month, Year</b> .....			
<b>INCIDENTS &amp; POSITIVE TESTS</b> <ul style="list-style-type: none"><li>• Number of alcohol-related incidents:</li><li>• Number of drug-related incidents:</li> <li>• Number of positive tests:</li><li>• Drugs detected:</li></ul>		<b>DRUG TESTING CONDUCTED</b> <ul style="list-style-type: none"><li>• Percentage of unit members tested:</li><li>• Number of tests conducted:</li><li>• Number of tests with discrepancies:</li></ul>	
<b>FACT-FINDING INTERVIEWS</b> <ul style="list-style-type: none"><li>• Number of interviews conducted:</li></ul>		<b>PREVENTION</b> <ul style="list-style-type: none"><li>• Describe any trainings conducted, number of Marines trained.</li></ul>	
<b>TREATMENT and AFTERCARE</b> <ul style="list-style-type: none"><li>• Number of Marines in treatment:</li><li>• Number of Marines in aftercare:</li></ul>		<b>OTHER ISSUES</b> <ul style="list-style-type: none"><li>• Describe any other emerging issues or information.</li></ul>	
		POC: SACO name, SACO Email, phone number	

## Example 4 (page 1)

### Monthly Substance Abuse Report

UNIT  
BASE  
MONTH, YEAR

SACO  
DATE

From: Substance Abuse Control Officer  
To: Drug Demand Reduction Program  
Via: Commanding Officer  
Senior Noncommissioned Officer

Total On-Board Strength:	Officer	Enlisted	TOTAL
Number of Marines as of the last day of the month			0

Number of Drug Tests Conducted:	Officer	Enlisted	TOTAL
(IR) - Random test (Required 10% minimum, 40% maximum)			0
(IU) - Unit inspection			0
(VO) - Test conducted with members consent			0
(PO) - Probable cause			0
(CO) - Command directed			0
(OO) - Service-related and other service-directed testing			0
<b>TOTAL:</b>	0	0	0

Number of Positive Drug Tests	Officer	Enlisted	TOTAL
Positive samples - wrongful use			0
Positive sample - no wrongful use			0
<b>TOTAL:</b>	0	0	0

Number of Special Drug Tests	Officer	Enlisted	TOTAL
Number of special tests for spice/bath salts conducted			0
Number of positive samples for spice/bath salts			0
Number of special tests for steroids conducted			0
Number of positive samples for steroids			0

Number of Drug Testing Discrepancies			TOTAL
(Discrepancy type 1)			
(Discrepancy type 2)			
(Discrepancy type 3)			
Other discrepancies			
<b>TOTAL:</b>			



## Example 4 (page 2)

### Monthly Substance Abuse Report, continued

**UNIT, MONTH/YEAR**

Number of Drug-Related Incidents	Officer	Enlisted	TOTAL
Paraphernalia, etc.			0

Number of Alcohol-Related Incidents	Officer	Enlisted	TOTAL
DUI/DWI incidents on base			0
DUI/DWI incidents off base			0
Other alcohol-related incidents (domestic violence, disorderly conduct, absenteeism, poor job performance, mishaps, etc.)			0
<b>TOTAL:</b>	0	0	0

Self-referrals:	Officer	Enlisted	TOTAL
Drugs use			0
Alcohol use			0
<b>TOTAL:</b>	0	0	0

SACO Productivity Report:	Officer	Enlisted	TOTAL
Number of substance abuse information disseminations (e-mails/brochures, etc)			
Number of substance abuse classes/briefings/trainings/workshops conducted			
Total number of attendees			
Number of outreach/public awareness events			
Number of needs assessments/research projects			
<b>TOTAL</b>		0	0

## Example 2-2: Strong Alcohol Policy (Letter)



UNITED STATES MARINE CORPS

Your Unit Address  
City, State Zip Code

Date

POLICY LETTER #

From: Commanding Officer

To: Your Unit

Subj: ALCOHOL MISUSE POLICY

Ref: (a) MCO 5300.17  
(b) MCO P1900.16F  
(c) NAVMC 2931

1. Purpose. To establish policy and procedures for ending alcohol misuse and treating alcohol-related incidents in accordance with the references.

2. Background.

a. Alcohol misuse brings discredit upon the Marine Corps, undermines our core values, degrades combat readiness, and can result in needless loss of life. As such, alcohol misuse is unacceptable, and Marines of all ranks have a responsibility to exercise leadership in curtailing it whenever and wherever they see it.

b. This policy letter is an initial step to eradicate alcohol misuse and its dire consequences from our unit. It underscores my determination to hold all Marines and sailors accountable for this form of misconduct. Equally important, it underscores my commitment to help Marines and sailors with alcohol misuse problems receive the counseling and rehabilitation they need.

c. I personally believe that curbing alcohol misuse is the single greatest contribution we can make to our Battalion Safety Program. In many cases, alcohol misuse fuels off-duty accidents, mishaps, and incidents. Promoting abstinence or low-risk drinking is essential to an effective safety program.

d. All drinking is associated with increased risk of harm. The only way to have zero risk is to refrain from drinking. Risk of harm increases as the amount of alcohol consumed increases. Low risk drinking involves consuming only limited amounts of alcohol over an extended period of time. As a guideline, males should have no more than 4 drinks per day, and no more than 14 drinks per week. Females should have no more than 3 drinks per day, and no more than 7 drinks per week.

3. Policy. Alcohol misuse within this unit will not be tolerated. All alcohol-related incidents will be dealt with swiftly and sternly through administrative, punitive, and rehabilitative measures. However, those seeking treatment for alcohol misuse prior to an alcohol-related incident will not be penalized in any way. These

Marines and sailors will receive the treatment they need and will be able to continue with their career as desired.

4. Action.

a. I expect every Marine and sailor to take personal responsibility for his or her conduct.

b. I expect all noncommissioned officers, staff noncommissioned officers, and officers to set the example by not misusing alcohol.

c. I expect leaders at all levels to be vigilant and have the moral courage to take action against alcohol misuse when they see it.

d. I expect every Marine and sailor to take appropriate action when they observe a fellow Marine or sailor who has had too much to drink. This involves making sure the Marine is safe and not a danger to himself/herself or to others.

e. I expect every Marine and sailor to report fellow Marines and sailors with potential alcohol problems to their chain of command for screening and possible treatment.

f. I expect every Marine and sailor under the age of 21 to refrain from drinking alcoholic beverages.

g. I expect every Marine and sailor to refrain from providing underage personnel alcohol or encouraging them to drink.

h. I expect every Marine and sailor to refrain from operating a motorized vehicle after drinking alcohol.

i. I expect all Marines and sailors of legal age who choose to drink to do so in a low-risk manner.

j. Any use of alcohol increases risk of harm to self and others. Therefore, all individuals who choose to drink alcohol should take steps to manage these increased risks. These include:

1. Never driving after drinking.

2. Never riding with a driver who has been drinking.

3. Arranging for a safe ride home.

a. Identifying a designated driver who will not drink.

b. Setting aside the money and calling a taxi.

c. Calling a friend who has not been drinking.

k. All alcohol-related incidents will be investigated and reported to the commander. Marines and sailors with substantiated cases of alcohol misuse will be referred to the Substance Abuse Counseling Center for screening and, if needed, treatment and rehabilitation.

l. All personnel checking in to this unit will read this policy letter and sign a memorandum of understanding (MOU) as part of check-in. This signed MOU will be kept on file.

m. Company Commanders will read this policy letter and explain its intent to their companies before every extended liberty period (i.e., before every "72" or "96," etc.). All company members will sign MOUs prior to extended liberty periods. These MOUs will be kept on file.

## Memorandum of Understanding

My signature below indicates that I have read and understand the Policy Letter # titled *Alcohol Misuse Policy*.

As a member of **Your Unit**, I will not:

- Consume alcohol if under the age of 21.
- Provide alcohol to or encourage the consumption of alcohol by anyone under the age of 21.
- Encourage others to engage in high-risk drinking.
- Ride as a passenger with someone who has been drinking.

As a member of **Your Unit**, I will:

- Take personal responsibility for my conduct.
- Take action to prevent high-risk alcohol use by my fellow Marines.
- Take action to ensure the safety of Marines who have been drinking.
- Encourage my fellow Marines and sailors with possible alcohol problems to seek care and treatment.

As a member of **Your Unit**, if I choose to drink, I will:

- Moderate my intake to lower my risk of negative outcomes.
  - I am aware that guidelines for males specify no more than 4 drinks in a day and no more than 14 drinks in a week.
  - I am aware that guidelines for females specify no more than 3 drinks in a day and no more than 7 drinks in a week.
- Refrain from driving, operating heavy machinery, or engaging in other potentially risky or unsafe behavior after drinking.
- Plan ahead for a ride using one of the following methods:
  - Identifying a designated driver who will not drink.
  - Setting aside funds for a taxi.
  - Calling a friend for a ride.

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Name - please print)

# Example 2-3: Strong Drug Policy (One-Pager)



UNITED STATES MARINE CORPS  
Your Unit Address  
City, State Zip Code

Date

POLICY LETTER #  
From: Commanding Officer  
To: Your Unit

Subj: COMMANDING OFFICER'S DRUG POLICY STATEMENT

1. Drug use and activities that support such behavior are inconsistent with our core values. By using drugs, Marines expose their fellow Marines' health and welfare to unacceptable and unnecessary risk. Our team's mission readiness and operational safety are compromised by drug use. Further, use of illicit drugs finances criminal and terrorist organizations with whom we are engaged in war. Drug use is an act of disloyalty.
2. There will be a "zero tolerance" policy for illegal drug use, per applicable Marine Corps Orders (MCO), Uniform Code of Military Justice (UCMJ), Federal, State and local statutes.
3. Illegal drug use includes wrongful or improper use, possession, sale, transfer, distribution, or introduction on a military installation of any controlled substance. Per SECNAVINST 5300.28D and MCO 5300.17, the possession, sale, or transfer of drug paraphernalia also is prohibited. Even attempting to engage in any of these activities is prohibited under this policy.

Controlled substances include all illegal drugs, and any other substance used to get high, including steroids, prescription drugs, designer drugs, fungi, spice, chemicals not intended for human consumption, etc.

4. In addition to appropriate disciplinary actions, Marines who use illegal drugs will be processed for administrative separation as specified in MCO P1900.16F.
5. Urinalysis plays an essential role in preventing illegal drug use in the Marine Corps. All Marines regardless of rank will participate in urinalysis testing when directed to do so. Every Marine will support the SACO in all authorized duties, including random and directed urinalysis testing.

**ALL MARINES AND SAILORS MUST BE PROFESSIONALLY ENGAGED AND ENFORCE OUR UNWAVERING STANDARDS. NOTHING LESS IS ACCEPTABLE.**