

Section 1: Introduction

Objectives

1. To learn the qualifications, standards, and core competencies for being a Substance Abuse Control Officer (SACO).
2. To understand the duties of a SACO.
3. To become familiar with the goals of the substance abuse prevention team.
4. To understand how the SACO works with other members of the substance abuse prevention team.
5. To practice determining whom a SACO should consult under varying circumstances.

The SACO Position

Appointment

Marine Corps Order 5300.17 states that the CO will:

- Appoint the SACO in writing.
- Ensure that the SACO attends training within 90 days of appointment.

It is highly recommended that the CO also appoint at least one assistant SACO (ASACO). In larger units, it is best to have several ASACOs. The CO should consider appointing a mix of Officers and Staff Noncommissioned Officers (SNCOs) to SACO and ASACO positions. This can help make sure that all unit members, regardless of rank, feel comfortable talking to someone on the SACO staff.

The appointment of a SACO or an ASACO should be for at least one year. For this reason, Marines appointed should have at least one year of time remaining at their current duty station.

When a SACO or ASACO will be leaving the unit or the position, it is important to plan ahead so that there is never a time when the unit is without a SACO. As soon as you know you will be leaving your unit, you should begin to work to ensure a seamless transition. This involves working closely with the CO to identify, appoint, and train a replacement to take over the SACO position.

Qualifications

1. Ideally, SACOs should be **Staff Noncommissioned Officers (SNCOs) or Officers**. Senior personnel generally have greater skills, training, and maturity. This makes it easier for them to effectively administer the program. Having SNCO or officer rank also gives the SACO greater authority when working closely with the CO and working with Marines of all ranks.
2. SACOs should have **beliefs and values compatible with the principles of the substance abuse prevention program**. The SACO should agree that drug use and high-risk alcohol use are inconsistent with and harmful to the Marine Corps mission.
3. SACOs will be **free of alcohol and drug problems**. This does not mean they have never had too much to drink. However, Marines chosen to be SACOs will not currently engage in high-risk alcohol use or binge drinking. They will not use illegal drugs or have recent substance-related incidents. If the SACO had a previous alcohol problem, he or she will have at least two years of sobriety and will be actively maintaining a strong recovery program. When it comes to substance misuse and abuse, the SACO will “walk the walk,” as well as “talk the talk.”
4. SACOs should be **free of other legal, administrative, or behavioral problems**. The SACO should be a high-functioning member of the unit. He or she should not have a history of domestic violence, fighting, reckless behavior, or other violations of USMC policy. In general, SACOs should not engage in high-risk behavior or be prone to poor decision making. SACOs will be more credible if they are seen as strong members of the unit who play by the rules. Also, your job as SACO requires handling evidence, and your credibility will be important if you are called to testify in court.
5. SACOs should have some **enthusiasm for substance abuse prevention**. If you do not take the job of SACO seriously and understand its importance, you are not likely to be effective. For this reason, Marines should ideally volunteer for the SACO position, rather than being “voluntold.”
6. It is helpful, although not absolutely essential, that SACOs have some relevant prior experience. This most often involves having served as a Urinalysis Program Coordinator (UPC) or observer for USMC drug testing.

If there are issues that might prevent you from carrying out your job as SACO, you should talk with your chain of command and the SACC director ASAP!

Certification Requirements

To become certified as a SACO, you must:

- Be appointed in writing by the commanding officer.
- Complete the 40-hour USMC-approved SACO training.
- Pass the certification exam.

To maintain your SACO certification, you must:

- Complete 10 hours of approved continuing education every 12 months.
- Recertify (by taking the SACO training and passing the exam) every 2 years.

Core Competencies

The box below lists the core competencies for SACOs and ASACOs. These competencies are the primary focus of the SACO training course.

CORE COMPETENCIES for SACOs

- Advise your commander on substance abuse matters.
- Oversee your command's substance abuse prevention program.
- Manage your command's drug testing program to meet all Marine Corps guidelines.
- Work with other members of the installation's substance abuse prevention team to reduce substance abuse issues on base and in your unit.
- Ensure that unit substance abuse prevention education is conducted regularly (at least annually).

Standards of Conduct

Moral Character

In performing your SACO duties, you are likely to come across difficult situations. A higher-ranking Marine may refuse to provide a urine sample or question your authority. You may be offered a bribe. You may be asked to look the other way when it comes to alcohol misuse or drug use. Or you might be tempted to help a friend by letting him or her know when drug testing is planned.

If this happens, remember your personal values. Also, remember your pledge to uphold the Marine Corps values of honor, courage, and commitment. As a SACO, your duty is to ensure that the requirements of relevant Marine Corps orders are met. You must do your best to prevent substance misuse and abuse in your unit. You will be the right hand of your CO in ensuring the health and readiness of Marines in your unit. These priorities should trump any pressure to cut corners or give special treatment.

Work Ethic

Your job as SACO will often be a collateral duty. Performing the duties of multiple billets can be a strain on your time and energy. However, it is important that you do not take shortcuts with your SACO duties. These duties are critical to the Marine Corps mission.

As SACO, you will help the CO maintain compliance with Marine Corps orders. You also will be helping to ensure the health, readiness, and effective performance of Marines in your unit. The way you perform your duties can have a major impact on the careers and lives of individual Marines in your unit.

Effectively performing your SACO duties along with the duties of your primary billet may mean that your work starts early and ends late. You may spend time over the weekend or after hours preparing for a training presentation or reviewing logbooks. Remember that your efforts are worth it. They help ensure the well-being and readiness of your unit and the Marine Corps.

Availability and Office Hours

Part of your job as a SACO is to be available to members of your unit. They may want to talk about substance abuse issues or get more information. As much as possible, you should make yourself available. Let Marines in your unit know that you are there to answer their questions.

Source: MCO 5300.17

To increase your accessibility, it is strongly recommended that you hold regular office hours; 2 hours per week is generally the minimum. Make sure that unit members are aware of those hours.

During your office hours, you should be easily found and approachable. If no Marines come by, you can use this time to perform other duties. However, you should always be ready to drop your other tasks if a Marine stops by during your office hours. Have an “open door” policy and establish open lines of communication. This can prevent misunderstandings and decrease the likelihood of substance use problems in your unit.

USMC Policies on Substance Abuse

As SACO, it is important that you are aware of USMC policies related to substance abuse. A table listing relevant substance-related policies is provided at the end of this chapter ([Table 1-1](#), p. 1-23). Marine Corps Order 5300.17 is the primary source of information about Marine Corps policies on alcohol misuse and prohibited substance use, described below.

USMC Alcohol Misuse Policy

Alcohol misuse and abuse are contrary to the effective performance of Marines and execution of the Marine Corps mission.

The following actions are prohibited and may result in prosecution or adverse administrative action:

- Engaging in high-risk drinking.
- Underage drinking.
- Providing alcohol to underage personnel.
- Being under the influence of alcohol while on duty.
- Operating a vehicle or heavy machinery while under the influence of alcohol.
- Riding in a vehicle with a driver who is under the influence of alcohol.

Source: MCO 5300.17

Marines with possible alcohol and substance problems should seek professional help BEFORE an incident occurs.

USMC Policy on Prohibited Substance Use

Prohibited substance use:

- Is contrary to the effective performance of Marines and the Marine Corps mission.
- Will not be tolerated.
- May result in prosecution and/or adverse administrative action.

Prohibited Substances/Items:

- Illegal drugs
- Controlled substance analogs or designer drugs
- Drug paraphernalia
- Substances intended to induce intoxication, excitement, or stupefaction of the central nervous system, including:
 - Natural substances (e.g., fungi)
 - Chemicals (e.g., chemicals wrongfully used as inhalants)
 - Propellants
 - Prescribed or over-the-counter drugs or pharmaceutical compounds

Prohibited Behaviors:

- Distribution
- Possession
- Use
- Manufacture
- Trafficking
- Introducing onto a base, vessel, vehicle, or aircraft used by or under the control of the armed forces

Source: MCO 5300.17

Goals of the Substance Abuse Prevention Team

The primary goal of the substance abuse prevention team is **PREVENTION** of both alcohol misuse and use of prohibited substances. Effective prevention will reduce alcohol and drug related mishaps. It will also reduce Marines' chances of developing substance abuse problems.

PREVENTION

To prevent substance misuse and substance-related problems, including:

- High-risk alcohol use
- ANY use of prohibited substances
- Development of substance abuse or dependence

RESPONSE

To identify and respond to existing problems, including:

- Getting help for Marines at risk of developing substance abuse problems (early intervention)
- Getting help for Marines who already have substance abuse problems (treatment)

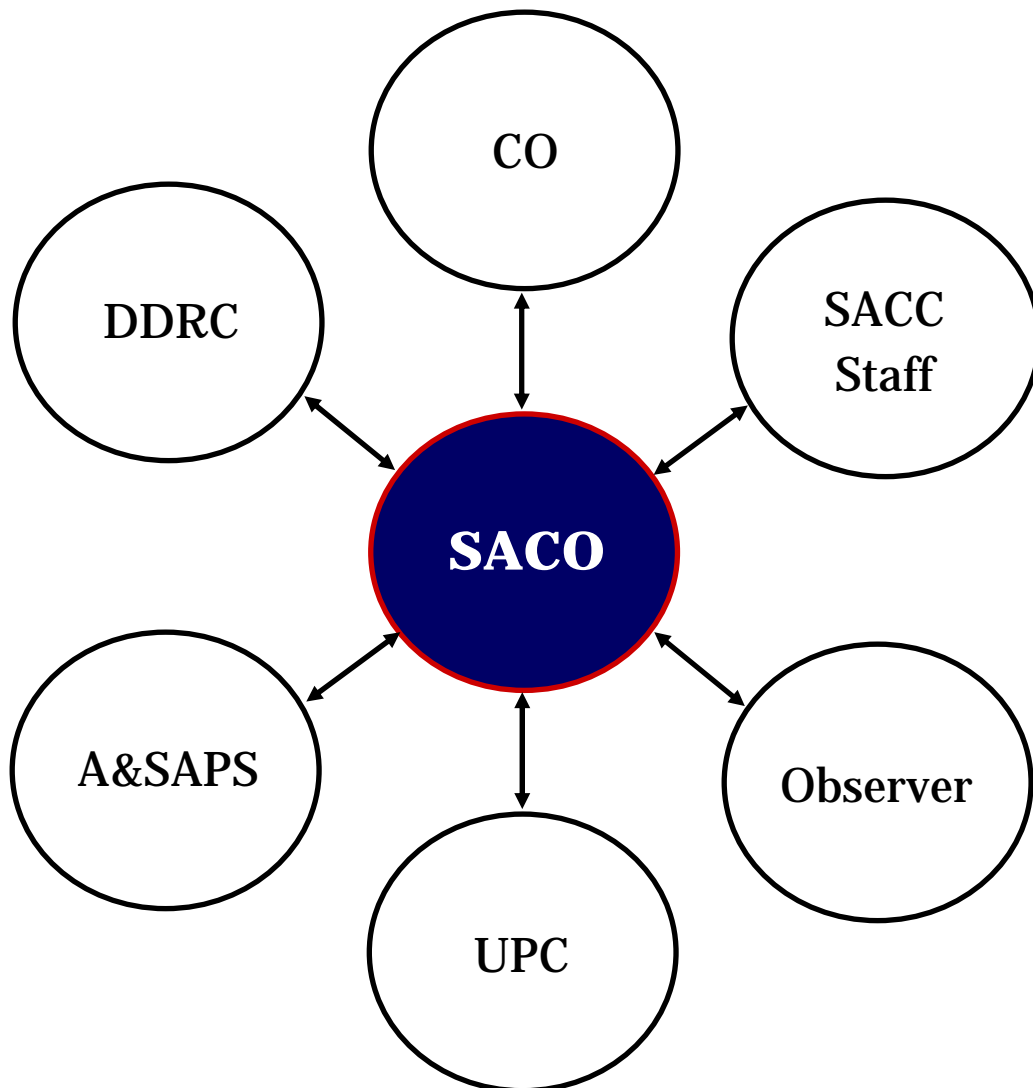
The second goal of the team is **RESPONSE** to substance use problems. This involves identifying Marines who use alcohol in high-risk ways or who use prohibited substances. Effective response to substance use problems can reduce their negative effects. Early identification can catch potential problems before they have negative consequences for the Marine's career. Getting help for Marines who need it can prevent harm to themselves and others.

Improving substance abuse prevention and response promotes the health and readiness of individual Marines as well as the Corps as a whole.

Substance Abuse Prevention Team Members

The figure below illustrates the central position of the SACO within the substance abuse prevention team. The duties of the SACO and each of the other team members are described on the following pages. The duties of the other members highlighted in the shaded boxes are those which are the most relevant to the SACO's duties.

Figure 1.1 Members of Substance Abuse Prevention Team



Substance Abuse Control Officer (SACO)

The SACO has four main duties:

1. To advise the CO about matters related to substance abuse.
2. To coordinate unit-level substance abuse prevention and education efforts.
3. To administer the unit drug testing (urinalysis) program.

Below in more detail are all of the duties of the SACO as presented in MCO 5300.17.

- Advise commander on all substance-related matters.
- Ensure that annual substance abuse prevention education occurs.
- Display substance abuse prevention materials from the SACC in common areas.
- Ensure compliance with urinalysis requirements, including:
 - Annual screening of all Marines, regardless of rank.
 - Monthly testing of at least 10% of the population.
 - Preparation of drug testing determination memos for CO.
 - Ensuring that urine samples are properly prepared and shipped for testing.
 - Viewing and printing results of drug tests.
 - Informing the commander of drug test results.
 - Coordinating with medical to accomplish Medical Officer's review of all drug positives.

Commanding Officer (CO)

- Designate SACOs and ASACOs in writing.
- Be fully engaged with the substance abuse program.
- Refer for screening all personnel who have an alcohol-related incident, who have a positive drug test, or who admit possible alcohol problems or illegal drug use.
- Refer other Marines for screening as needed.
- Work with the SACO to prevent, identify, and resolve substance issues within the unit.
- Work with the SACO to order and schedule urinalysis testing.

Alcohol & Substance Abuse Prevention Specialist (A&SAPS)

- Train field trainers to deliver effective prevention education/trainings on alcohol misuse and use of prohibited substances.
 - Work with SACOs to support the CO's prevention efforts.
 - Mentor field trainers and provide ongoing technical assistance with prevention activities, case management system software, and drug testing.
 - Deliver education and training to the military community on prevention of alcohol misuse and use of prohibited substances.
- Serve as a subject matter expert (SME) for prevention training and programs on alcohol misuse and use of prohibited substances.
 - Maintain oversight of all prevention training and education programs on alcohol misuse and use of prohibited substances.
 - Review, critically assess, develop, implement, and evaluate prevention-related training plans, materials, operating procedures, and standards on alcohol misuse and use of prohibited substances.

(A&SAPS continued)

- Ensure that prevention training, education, and interventions regarding alcohol misuse and use of prohibited substances are timely, relevant to commanders' needs, flexible, sustainable, and thoroughly coordinated with Headquarters and field personnel to sustain the capabilities of commanders, Marines, and family members to prevent substance-related problems.
- Develop, coordinate, and submit prevention plans and policy recommendations, including those that address issues related to chemical dependency, such as alcohol abuse, family problems (including family violence), suicide, sexual assault, combat operational stress, financial problems, and other problems that detract from unit performance and readiness.
- Develop, prepare, review, modify, and maintain curricula and materials for use in prevention on alcohol misuse and use of prohibited substances.
- Review, develop, recommend, and monitor measures of effectiveness (MOEs) for prevention capabilities and training on alcohol misuse and use of prohibited substances.
- Utilize coalitions and Marine Corps structure to coordinate implementation of prevention programs on alcohol misuse and use of prohibited substances.
- Use social media outlets to reach and educate Marines about alcohol misuse and the use of prohibited substances.
- Plan public relations campaigns for prevention on alcohol misuse and use of prohibited substances.
- Attend conferences and meetings, and prepare supporting documentation for use by management officials.
- Recommend and monitor budget for prevention education and training on alcohol misuse and use of prohibited substances. Prepare reports on budget, training attendance/usage, training plans offered, and other relevant information as required.

Source: MCO 5300.17

Drug Demand Reduction Coordinator (DDRC)

- Train unit SACOs using an HQMC-approved course.
 - Work with SACOs in conducting unit prevention efforts.
 - Create, prepare, review, and maintain materials for use in illicit drug use in prevention of prohibited substance use, such as lesson plans, resource guides, and films.
 - Provide prevention education regarding use of prohibited substances per the installation prevention plan and as requested.
 - Disseminate educational materials regarding use of prohibited substances to military and civilian personnel as needed.
 - Oversee unit level drug testing programs and produce support in executing program requirements.
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- Perform ongoing prevention needs assessment for prohibited substances that includes identification of:
 - The degree and nature of problems with prohibited substances.
 - Target population having the greatest risk of using prohibited substances.
 - Risk and protective factors for use of prohibited substances.
 - Existing resources.
 - Effective methods to disseminate information.
 - Perceived norms regarding use of prohibited substances.
 - Develop an annual installation prevention plan for prohibited substances based on the needs assessment. The plan must include:
 - Specific prevention and marketing goals, objectives and target dates (i.e., a plan of action and milestones; POA&M).
 - Prevention-supportive actions for each major command.
 - Measures of effectiveness (MOEs).
 - Submit the needs assessment, plan, and MOEs for review and approval prior to publication.

Source: MCO 5300.17

- Submit annual prevention plan outcomes to commanders for comments and utilization to adjust the following year's plan.
- Participate in national anti-drug campaigns.
- Participate as a member of the alcohol abuse prevention coalition.

A&SAPS and DDRC

The A&SAPS and the DDRC will be your most important resources when it comes to alcohol/substance abuse education and prevention. You will work with them as they conduct education, prevention, and outreach activities for your unit.

The A&SAPS will be your primary resource for alcohol-related issues. The DDRC serves as your best resource for issues related to use of prohibited substances.

The A&SAPS and DDRC can provide:

- Subject matter expertise on prevention of alcohol misuse and use of prohibited substances.
- Information about policies on alcohol misuse and use of prohibited substances.
- Alcohol/substance abuse prevention resources.
- Information about local substance-related issues and areas in need of improvement.
- Assistance in developing command policies on alcohol misuse and use of prohibited substances.
- SACO training on alcohol/substance abuse prevention, including drug testing procedures and the use of relevant computer software.

***The A&SAPS and DDRC are there to help you.
Don't be afraid to ask!***

Substance Abuse Counseling Center (SACC)

Director

- Ensure that SACOs receive monthly training on referral and treatment issues.
 - Assist SACOs in providing substance abuse education to Marines in their command, including assistance with lesson plan development.
 - Ensure Marines referred for substance abuse screening sign and are provided a copy of the “Confidentiality of Client Records” (NAVMC 11689).
 - Ensure that Marines are informed that there is no strict confidentiality of communications to counselors, since counselors must disclose criminal activity, threats to harm self or others, child abuse and neglect, and other significant matters to the unit commander.
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- Provide correspondence between the SACC and the command regarding a Marine’s screening, treatment, and aftercare status.
 - Establish and maintain a detailed standard operating procedure (SOP) documenting SACC operation.
 - Ensure that installation SACCs obtain and maintain accreditation.
 - Submit and ensure the accuracy of substance use information when requested (e.g., from ADMITS).
 - Ensure referred Marines receive services to address individualized needs identified in the treatment plan.
 - Provide substance abuse prevention information, treatment information, and awareness training to all Marines aboard their installation.
 - Ensure treatment is provided by qualified personnel meeting specific treatment requirements.
 - Provide administrative and clinical supervision and ongoing training to counselors.
 - Assemble an interdisciplinary team that meets at least weekly to review each Marine’s progress and to determine treatment admission and/or discharge.
 - Establish a tobacco-free workplace.

Source: MCO 5300.17

Medical Officer (MO)

- In the event of a positive drug test, the MO will determine whether there is a legitimate medical reason for the positive test result.
- The MO will be a physician or clinical psychologist credentialed and privileged through the Naval Hospital, and assigned by the local medical treatment facility (MTF).
- The MO will support the continuum of care and will be responsible for authorizing treatment changes, including: diagnosis, determining portal of entry for Marines entering the continuum of care, approving individual treatment plans (ITPs); and discharge.

Being an Effective Team Member

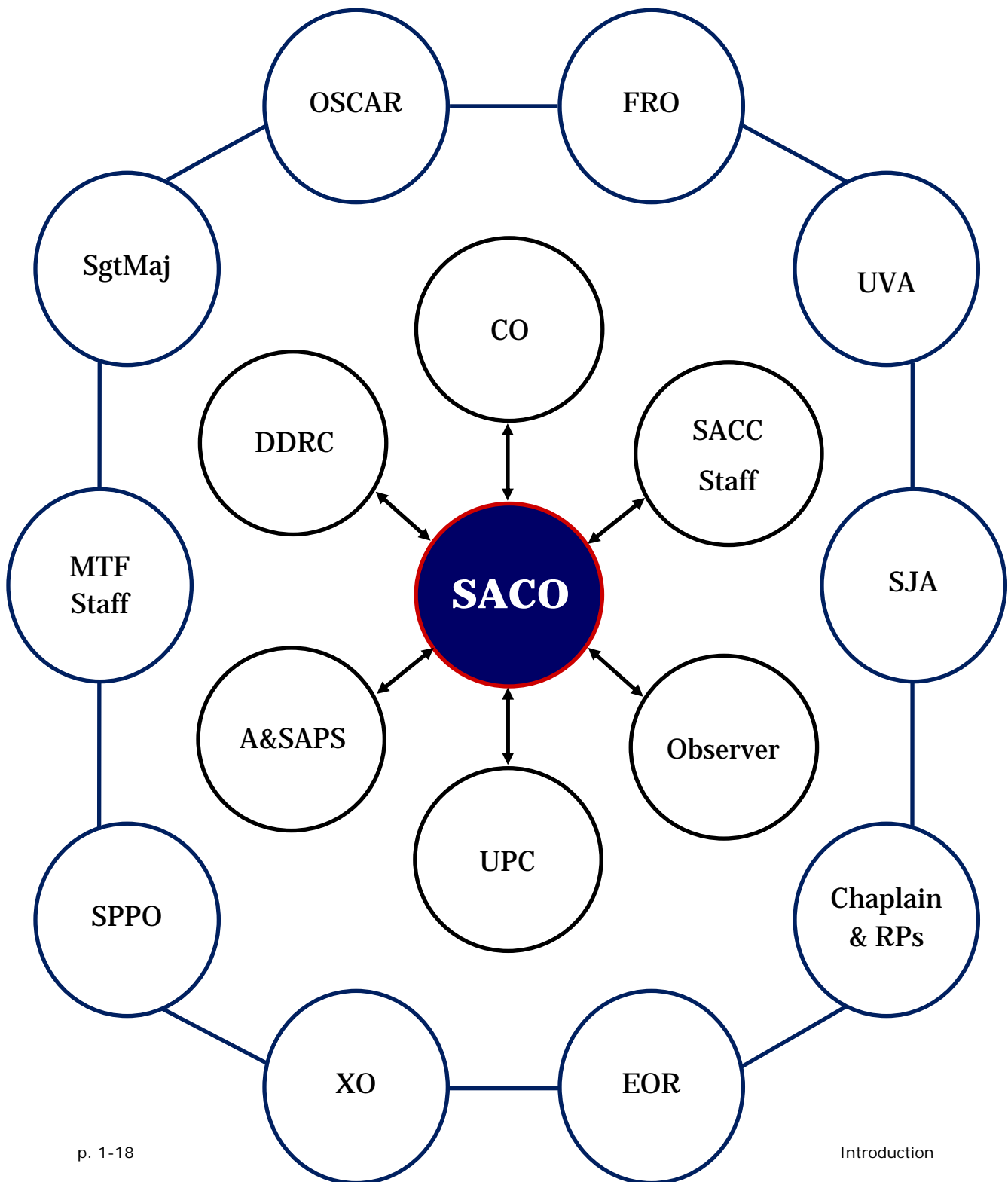
To be an effective member of the substance abuse prevention team you must have open communication with the other team members. When appointed SACO, you should think about how you will work with other members of the team. It is a good idea to make contact with each team member soon after your appointment. This can begin a dialog of how you will work together to fulfill the command's goals of preventing adverse outcomes and promoting health and readiness.

Besides working with the substance abuse prevention team, you should make alliances with other "helping professionals" on your installation and in the surrounding community. The substance abuse prevention team is embedded within a greater network of people who work, in different ways, to ensure the wellness of Marines and their families. As a SACO, you are in an ideal position to forge effective alliances with different individuals who are working to help Marines.

Building these alliances is key to the success of the substance abuse prevention program and of other efforts to help Marines and their families. Some benefits of these alliances include the sharing of resources, providing referrals, and possibly conducting joint prevention efforts. Having these allies also improves the SACO's support system. It will make your prevention program more effective and your job as SACO easier.

Prevention Allies

Figure 1.2 Substance Abuse Prevention Team and Allies.



Other SACOs and ASACOs

While not depicted in the model, you are likely to work most closely with any other SACOs or ASACOs in your unit. You may also build relationships with SACOs in other units. Other SACOs can provide back-up when you are away or need extra help. They may also be good sources of advice about how to handle tough situations.

UPCs and Observers

You are responsible for ensuring that UPCs and observers are appointed in writing by the CO. You should have frequent contact with both UPCs and observers during drug testing. Observing and overseeing drug testing sessions will help to ensure an effective urinalysis program. Finally, although UPCs and observers should be trained by the DDRC, you might be called upon to train a UPC or observer.

SACC Personnel

The SACC is comprised of a director, counselors, and administrative personnel. SACC personnel are useful resources any time you have questions about issues related to treatment.

XO and SgtMaj

You should regularly communicate with the XO and SgtMaj about substance issues in the unit. You also should keep them informed about other possible problems that you come across in your duties. Like the CO, the XO and SgtMaj should understand your job as SACO and support you in that role.

Medical Treatment Facility (MTF) Staff

Your contact with personnel at the local medical treatment facility (MTF) is likely to be limited. Still, it will be important. Whenever a Marine tests positive for drug use, you will need a Medical Officer (MO) to complete a medical record review. This review is done to determine whether lawful prescription drug use could have caused the positive result. Having a good working relationship with staff at the MTF can help to get these reviews done quickly and efficiently.

Staff Judge Advocate (SJA)

Your Staff Judge Advocate (SJA) will be involved in prosecuting any cases going through military adjudication. You should consult an SJA before ordering a urine test for probable cause; it is important to have the SJA's support when going forward with this type of testing. The SJA can also provide information about legal issues related to other testing premise codes and other legal issues. The SJA is your best resource for questions about the legal system.

Chaplain

You should develop a comfortable working relationship with your chaplain. He or she can serve as an important resource for you and the Marines in your unit. Chaplains can provide confidential help with a variety of problems, whether with alcohol or drugs or in other domains. You also should know the Religious Program (RP) Specialists in your unit, as they are another valuable resource for your Marines.

Uniformed Victim Advocate (UVA)

Uniformed Victim Advocates (UVAs) are resources at the squadron or battalion level who help victims of sexual assault. They are part of the Sexual Assault Prevention and Response (SAPR) Program and receive training in helping victims. Similar to SACOs, they are not counselors, but are part of the assistance and referral process. You should get to know your UVA and ensure that you share resources that can help the people you both serve.

Equal Opportunity Representative (EOR)

Your unit EOR is another person tasked with helping Marines. They can assist Marines who are affected by discrimination. EORs will be assigned at the battalion or squadron level; for lower-level units you may have a sub-unit EOR. The EOR may see people who have begun to misuse alcohol as a result of the stress of their situation.

Family Readiness Officer (FRO)

The FRO is a resource to assist Marines and their families with issues related to military life. The ultimate goal is to improve readiness and general well-being. The SACO and FRO should discuss how alcohol is represented at command events for spouses as well as active-duty personnel. The FRO also may have insights into risks in the community based on what he or she hears from families.

Suicide Prevention Program Officer (SPPO)

At the battalion or squadron level, there will be a Marine appointed as the SPPO. You should introduce yourself to this Marine and develop an alliance. Similar stressors may be responsible for both alcohol problems and suicidal ideation. In addition, alcohol is often involved in suicide attempts. You should keep an open dialog with the SPPO and consider conducting joint prevention efforts. As with many of your other allies, discussions, referrals, and resource sharing should be a part of this relationship.

Operational Stress Control and Readiness (OSCAR) Extenders and Mentors

OSCAR extenders are selected people within the battalion who have been trained to provide assistance in handling stress injury and illness. They are generally medical professionals, chaplains, or RPs. OSCAR mentors are officers and enlisted Marines who have been trained through the OSCAR program. Because of the association between substance problems and psychological problems such as stress injury, you should know the OSCAR extenders and mentors in your unit and include them in the list of allies with whom you regularly dialog.

Source: MCO 5300.17

What you should know from the Introduction

1. The importance of the SACO position, and the high professional standards the position requires.
2. SACO qualities, statistics, and core competencies.
3. The goals of the substance abuse prevention team.
4. How your duties and responsibilities as SACO are linked with the duties and responsibilities of the rest of the team.
5. Which team member to consult when different circumstances arise.

Table 1-1: Marine Corps Orders, Directives, Messages and References Regarding Substance Use

Orders/Directives/ Messages and Refer- ences	Date	Subject
MCO 5300.17	11 APR 2011	Marine Corps Substance Abuse Program
<i>References contained in MCO 5300.17:</i>		
MCO 1200.17E	AUG 2013	Military Occupational Specialties Manual
10 U.S.C. Ch. 41 (UCMJ)		Special appointments, assignments, details, and duties
Manual for Courts-Martial 2012	2012	Manual for courts-martial United States (2012 edition)
MCO P1900.16F	30 MAY 2001	Marine Corps Separation and Retirement Manual
SECNAVINST 5300.28E	MAY 2011	Military Substance Abuse Prevention and Control
MCO P1070.12K	14 JUL 2000	Marine Corps Individual Records Administration Manual
MCO P1610.7F CH 2	NOV 2010	Performance evaluation system
BUMEDINST 5300.8	20 MAR 1992	Disposition of rehabilitated alcohol dependent or abuser aircrew, air controllers, hypobaric chamber inside observers and instructors
SECNAV M-5210.1	JAN 2012	Records Management Manual
MCO 6320.2E	01 NOV 2007	Administration and processing of injured/ill/hospitalized Marines
42 U.S.C. Sec 290dd-2		Confidentiality of records
42 C.F.R. Sec 2.1		Statutory authority for confidentiality of drug abuse patient records

Orders/Directives/ Messages and Refer- ences	Date	Subject
21 U.S.C. Sec 801, et. seq., (Controlled Substances Act)		Controlled substances
<i>Other orders/directives/messages (by date):</i>		
MARADMIN 673/13	19 DEC 2013	Addition of synthetic canna- binoids testing to the drug de- mand reduction program test- ing panel
MARADMIN 523/13	08 OCT 2013	Guidance for implementation of the new Alcohol Screening Program (ASP) reporting pro- cedures and requirements
MCO 1200.17E	08 AUG 2013	Military Occupational Special- ties Manual
MARADMIN 293/13	14 JUN 2013	Incorporating evidence-based practices in substance abuse prevention program to include Prime For Life 4.5HR for at risk population
MARADMIN 709/12	12 DEC 2012	Marine Corps Alcohol Screen- ing Program
MARADMIN 683/12	30 NOV 2012	Expansion in testing protocol for synthetic compounds
DoD Directive 1010.16	10 OCT 2012	Technical Procedures for the Military Personnel Drug Abuse Testing Program (MPDATP)
MARADMIN 527/12	21 SEP 2012	Marine Corps early interven- tion evidence based programs
DoD Directive 1010.01	13 Sep 2012	Military Personnel Drug Abuse Testing Program (MPDATP)
MARADMIN 154/12	22 MAR 2012	Notification of expanded pre- scription drug urinalysis test- ing within the Marine Corps

Orders/Directives/ Messages and Refer- ences	Date	Subject
SECNAV M-5210.1	JAN 2012	Records Management Manual
Manual for Courts-Martial 2012	2012	Manual for courts-martial Unit- ed States (2012 edition)
NAVADMIN 343/11	NOV 2011	Personal for - Spice - Pass to all Command Master Chiefs, Chiefs of the Boat, Command Senior Chiefs, and Senior Enlisted Leaders and conduct training on the adverse effects synthetic cannabinoids have on the Navy team, our shipmates, the indi- vidual, and their future
BUMED P 021523Z AUG 11	AUG 2011	Dangers of spice and other syn- thetic designer drugs
MCO P1610.7F Ch 2	19 NOV 2010	Performance evaluation system
MARADMIN 579/10	18 OCT 2010	Combating the abuse of sub- stances used with the intent to get high
MCO 1700.22F	03 DEC 2009	Alcoholic beverage control in the Marine Corps
OPNAVINST 5350.4D	04 JUN 2009	Navy alcohol and drug abuse prevention and control
SECNAVINST 5300.29B	16 MAR 2000	Alcohol abuse, drug abuse and operating motor vehicles
DoD Directive 1010.4	03 SEP 1997	Drug and Alcohol Abuse by DoD Personnel

