

Principles of Prevention

Evidence-Based Principles for Alcohol and Drug Abuse

The following principles and guidelines have proven effective through research in addressing and reducing substance abuse. These principles and guidelines are provided for your use and integration into your ongoing command prevention program.

Address Appropriate Risk and Protective Factors for Substance Abuse in a Defined Population

1. Define a population. The following elements are used to define a population: age, gender, race, geographical location/region, NEC, Service Community, and type of command.

2. Assess levels of risk, protection, and substance abuse for that population.

a. Know what's going on and understand the environmental issues within your:

- Community;
- Base;
- Command;
- Work centers

b. Risk factors increase the risk of alcohol and drug abuse, and protective factors inhibit substance abuse in the presence of risk.

c. Risk and protective factors can be grouped in domains (social, psychological, peer pressure, environmental, economic, base/station, and command/work center) and are characterized by their relevance to individuals, peers, workplace, and community. Commands not actively fostering a drug-free environment with positive professional relationships enhance risk factors, diminish protective factors and are likely to see an increase in substance abuse related incidents.

3. Focus on all levels of risk, with special attention to those exposed to high risk and low protection. Prevention programs and policies should focus on all levels of risk, but special attention must be given to the most important risk factors, individuals, and target groups exposed to high risk and low protection in a defined population.

➤ Effective prevention programs necessitate going beyond group training. It is essential that you focus on identifying, at the command level, your target population. The target population for Sailors at risk of using drugs is defined as:

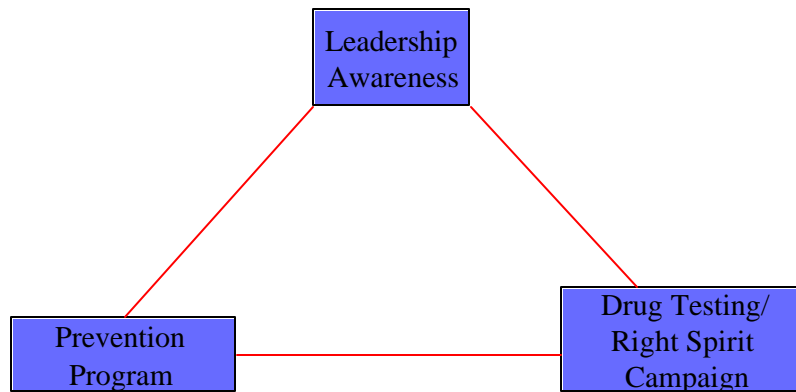
- a. Male
- b. E-3 and below
- c. Between 18-22 years of age
- d. 2.5 years of service
- e. Average of 14 to 24 months onboard first duty station
- f. Non-warfare qualified
- g. Not enrolled in any off-duty education

- The target population for Sailors at risk of alcohol abuse is defined as:
 - a. E-1 To E-4;
 - b. Between 18-25 years of age;
 - c. On first term of enlistment;
 - d. Within 12 months, before or after, 21st Birthday;
 - e. Past history of DUI/DWI.

- Develop a command foundation that aggressively pursue and focuses prevention efforts on your target population.

Use Approaches that Have Been Shown to be Effective

What Makes A Difference?
The Prevention Triad



1. Reduce availability of illicit drugs, and availability of alcohol for the underaged. Public laws, Navy policies and programs can reduce availability and marketing of alcohol and illicit drugs. They can also reduce availability and appeal of alcohol to the underage Sailor.

- Develop a positive collaborative command culture where discussions on preventing alcohol and drug abuse are an every day commonplace practice.
- Ensure Navy policies are implemented;
- Ensure education and prevention training is available for everyone;
- Ensure attendance at mandated training for all command personnel;
- Always provide non-alcoholic beverages at command events;
- Make alcohol abuse and drug abuse prevention part of your command's General Navy Training (GNT);
- Invite NCIS to your next GNT or stand-down to discuss their role in drug abuse prevention and to identify NCIS concerns in your command's region or future port-calls.

2. Strengthen alcohol and anti-drug-use attitudes and norms. Strengthen environmental support for anti-drug-use attitudes by sharing accurate information about substance abuse, encouraging alcohol and drug-free activities, and enforcing laws, and policies related to illicit substances from the Wardroom to the deck plate.

- Use every opportunity to speak out on Alcohol and Drug Abuse Prevention. Make it clear that Navy is steadfast in its Zero Tolerance policy on drug use. Conduct frequent Captain's Call of Fridays before knocking off for the weekend. Brief your Sailors on upcoming events being held over the weekend.
- Keep your Alcohol and Drug Abuse Prevention Program highly visible. Provide daily Plan of the Day Notes and a continuous flow of accurate information to your Sailors about legal and health consequences of alcohol and drug use. Ensure your Sailors fully understand Navy policies and the consequences of violating that policy.
- Actively engage your Chiefs and Work Center Supervisors to be active participants in reducing alcohol and drug use by talking to junior enlisted personnel, providing them with information aimed at better understanding Navy expectations, health hazards and legal consequences of alcohol and drug use. Make it clear that those who choose to use drugs break faith with Navy's core values and will be disciplined as appropriate and expeditiously processed for separation. Make it clear that those who choose to abuse alcohol also break faith with Navy's core values and will appropriately be disciplined. The more accurate information your Sailors have, the more likely they are to reject alcohol and drugs.
- Keep your Alcohol and Drug Prevention Programs highly visible. Provide daily Plan of the Day Notes and a continuous flow of accurate information to your Sailors about legal and health consequences of drug use. Ensure your Sailors fully understand Navy's policies and the consequences of violating those policies.

3. Strengthen life skills and alcohol/drug refusal techniques. Teach life skills and alcohol/drug refusal skills, using interactive techniques that focus on critical thinking, communication, and social competency.

- If your new Sailors did not receive Alcohol and Drug Abuse Awareness Training enroute, ensure it occurs soon after their arrival. Assign them almost immediately to I-Division, where they receive a detailed briefing on alcohol abuse, common illegal drugs including Ecstasy, and other risky behavior.
- Educate your entire chain of command. To assist you there are a variety of substance abuse courses taught by PERS-6 Drug And Alcohol Program Management Activities – DAPMA San Diego and DAPMA Norfolk. Courses available include: Alcohol And Drug Abuse Managers/Supervisors (ADAMS Supervisors) for E-5 and above front line supervisors, and ADAMS/Leaders for CO/XO/CMC. Points of contact at the DAPMAs are: CDR Alexander at malexander@dapmasd.pasand.navy.mil and LCDR Keely at kkeely@nsn.cmar.navy.mil.
- Develop a positive collaborative command culture where discussions on preventing alcohol and drug abuse are an every day commonplace practice.
- Develop a command specific Alcohol and Drug Awareness/Prevention Campaign. Encourage crew participation by designing a local campaign poster or theme.
- Utilize the valuable resources available on the PERS-6 website at <http://navdweb.spawar.navy.mil>.

4. Reduce risk and enhance protection in Units (commands, ships etc.). Strengthen Sailor's skills by setting rules, clarifying expectations, monitoring behavior, communicating regularly, providing social support, and modeling positive behaviors.

- Clearly get the message out to Sailors about the health and legal consequences of alcohol and drug use. Explain Navy's "Zero Tolerance" policy. Tell them the truth, provide them with accurate information and dispel the myths.
- Young Sailors want their supervisors to discuss all aspects of Navy Life with them. Your Sailors will look up to their supervisors only if they feel they will be open to their questions.

- Engage senior enlisted personnel to create an atmosphere in which Sailors can ask any questions, especially concerning drug use, alcohol use/abuse, freely and without fear of consequences or ridicule.
- Talk about Navy core values, especially when it comes to alcohol and drug use/abuse, before anyone else can confuse the Sailor with "just-the-facts" explanations that lack the sense of value and principles you want to instill.
- Use everyday opportunities to reinforce Navy's core values, especially when it comes to alcohol and drug use.
- Know Navy's core values and encourage your Sailors to know what Honor, Courage and Commitment actually mean. "Walk the walk, talk the talk".
- Build a positive anti-drug atmosphere where Sailors understand your command's support for "zero tolerance" for drugs;
- Talk early and talk often (i.e. at command indoctrination, daily quarters and, during work center meetings);
- Make sure senior enlisted discuss responsible use of alcohol and Navy's "zero tolerance" policy for drugs and the consequences of violating that policy in the presence of junior Sailors;
- Let your Sailors know that alcohol abuse and drug use will not be tolerated at any time at your command;
- Have DAPAs talk to CPO Mess and First Class Mess on how they can reinforce command substance use policy in their work spaces;
- Keep Sailors involved in command alcohol and drug use prevention activities;
- Posters, flyers, and notices located in work spaces, lounges and berthing complexes associating Honor, Courage, and Commitment with alcohol and drug-free lifestyle;
- Articles in base newspapers and other local Navy media;
- By helping Sailors plan ahead, being creative, and taking an active role, you will play an important role in helping your young Sailors negotiate any challenges they may encounter, especially when it comes to alcohol and drug use.

5. Strengthen social bonding. Strengthen social bonding and healthy relationships with people holding strong standards against alcohol and drug abuse in families, schools, peer groups, mentoring programs, and structured recreational activities.

- Provide healthy alternatives for your single Sailors during their personal time. Encourage enrollment in PACE, Computer Based Training or other courses while in port at on-base Navy College Centers.
- Sponsor alcohol-free, drug-free command social events for single-Sailors and/or Sailors and their families. Remember the age of the attendees. A social event with 1950's music and events will not do much for the 18 – 25 year old in 2003.
- Encourage your MWR Committee to be geared to offering to single Sailors alternatives to drugs and other risky behaviors. Constantly seek ideas to keep the Sailors interest. Ensure membership in your MWR Committee represents command age demographics.
- Encourage your single Sailors to visit on base/Navy MWR Recreation facilities. These facilities provide a safe and clean environment at a fraction of the cost outside the base.
- Involve Sailors in physical fitness and sports activities to optimize personal health and enhance readiness.
- Provide nutrition and stress management education ensuring healthy and fit members.

6. Ensure interventions are appropriate for the populations being addressed. Make sure prevention interventions, including programs and policies, are acceptable to and appropriate for the needs and motivations of Sailors.

- Focus on your first term Sailors. Use your Sponsor Program to send the message on first contact, before they even report to your command. Once they report in continue your Sponsor Program as a mentoring relationship until you new Sailors are fully integrated in the command.

- Remember, our target population is young. What is perceived to be a good idea developed by senior officers and enlisted may miss the mark. There is a generation gap when dealing with what is well received by our junior personnel.
- Empower your junior personnel to keep command prevention programs visible, to speak out on alcohol abuse and drug use.

7. Intervene Early at Important Stages, Transitions, and in appropriate settings and domains.

- Intervene early when you see any sign of alcohol abuse or drug use.
- Ensure attendance at mandated training for all command personnel.
- Make sure your Sailors are aware of the Right Spirit Campaign goals and Navy's "Zero Tolerance" for drugs policy.
- Support those Sailors who choose not to drink. Promote responsible use and the self-imposed limit on time, place and quantity.
- Maintain an aggressive high visibility random drug-testing program. This is essential, when there is a strong deterrent factor, drug use numbers decline.
 - An effective drug-testing program consists of: more frequent unannounced random drug tests, testing smaller numbers of personnel more often throughout the month, unit sweeps and testing on Mondays and weekends.
 - Per ref a, each navy command is required to test 10 to 20 percent of assigned personnel monthly and one annual unit sweep of all personnel. This process reduces the predictability of command testing and raises the perceived risk of detection (Recommend you review your ISIC Directives insuring compliance with their urinalysis submission requirements, as their policies can be more stringent than those required by OPNAVINST 5350.4C.
 - Intervention and your efforts will make a difference in lowering the number of alcohol related incidents and drug positive urinalysis.

8. Intervene early and at developmental stages and life transitions that predict later alcohol and drug abuse.

- Such developmental stages and life transitions can involve biological, psychological, or social circumstances that can increase the risk of alcohol and drug abuse.
- Whether the stages or transitions are expected (such as turning 21, or graduation from Boot Camp, "A" or "C" school) or unexpected (for example the sudden death of a loved one), they should be addressed by preventive interventions as soon as possible-even before each stage or transition, whenever feasible.

9. Reinforce interventions over time. Repeated exposure accurate and age-appropriate anti-alcohol and drug-use messages and other interventions can ensure your Sailors make informed decisions about alcohol and drug use.

- Integrate alcohol abuse and drug use prevention into the Professional Development, mid-term counseling of all officer and enlisted personnel and annual FITREP/EVAL counseling at time of issuance.

Manage Programs Effectively

1. Ensure consistency and coverage of programs and policies. Implementation of prevention programs, policies, and messages for different parts of the community and command should be consistent, compatible, and appropriate.

- Tailor your prevention program to your target audience. These are young Sailors; ensure your program is appropriate. You wouldn't play Glenn Miller or Beethoven at a function with 18 – 25 year olds. Make sure you know and address your target audience.
- Develop a command specific Drug Awareness and Prevention Campaign. Encourage crew participate by designing a local campaign poster or theme.

2. Train leaders. To ensure prevention programs and messages are continually delivered as intended, training should be provided regularly to Navy leaders at all levels.

- A well-trained command leadership is one of the most valuable assets to a command's Alcohol And Drug Abuse Prevention Program
- Provide your leadership with skills and knowledge to:
 - Be a role model;
 - Prevent alcohol abuse and drug use;
 - Observe subordinates;
 - Recognize signs and symptoms of possible alcohol abuse and/drug use;
 - Document substandard performance or conduct.
- Actively engage your Chiefs and Work Center Supervisors to be active participants in reducing alcohol and drug use by talking to junior enlisted personnel, providing them with information aimed at better understanding Navy expectations, health hazards and legal consequences of alcohol and drug use. Make it clear that those who choose to abuse alcohol or use drugs break faith with Navy's core values and will be disciplined as appropriate and expeditiously processed for separation.
 - Educate senior enlisted on alcohol abuse and drug use prevention measures;
 - Emphasize utilizing their wealth of experience, resources, and strengths to reinforce responsible use of alcohol and Navy's Zero Tolerance policy for drug use;
 - Encourage them to be more actively involved in the commands alcohol and drug abuse prevention program.

Monitor and evaluate programs. To verify that goals and objectives are being achieved program monitoring and evaluation should be a regular part of program implementation. When goals are not reached, adjustments should be made to increase effectiveness.

- Monitor your program. Log onto the PERS-6 website at <http://navdweb.spawar.navy.mil> and click on the ADMITS icon. There, with your password, you can access the ADMITS database and check on your command alcohol and drug statistics.
 - [Navy Alcohol Abuse Prevention Program Best Practices](#)
 - [Navy Drug Use Prevention Program Best Practices](#)