



DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY COMMUNICATIONS-ELECTRONICS COMMAND
6002 COMBAT DRIVE
ABERDEEN PROVING GROUND, MARYLAND 21005-1845

IMAP-HRS

20 OCT 2017

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy Letter on the Army's Drug-Free Federal Workplace Program and Mandatory Drug Testing Positions

1. Reference Army Regulation 600-85, Army Substance Abuse Program, 28 November 2016.
2. Illegal drug use and/or alcohol abuse, herein referred to as substance abuse, is incompatible with the high standards of conduct required of all Army military personnel and civilian employees and will not be tolerated. Personal safety, the safety of others, and risk of damage to Government and personal property are adversely impacted by substance abuse. It has the potential to impede the Army mission and negatively affect the morale of the Aberdeen Proving Ground (APG) community.
3. Prevention of substance abuse is the primary purpose for the Alcohol and Substance Abuse Program (ASAP) at APG. The secondary purpose for ASAP is to treat substance abuse compassionately. ASAP's goal is to preserve a safe workplace through deterrence, detection, rehabilitation, and administrative action. While APG will treat all military personnel and civilian employees fairly and will assist military personnel and civilian employees with drug problems, those who engage in substance abuse are primarily responsible for changing their own behaviors and actions.
4. Help is available through our Employee Assistance Program (EAP). Participation is voluntary, and enrollment in treatment does not excuse an employee from the consequences of any illegal act or violation of law and regulation. Requesting assistance from the EAP does not excuse employees from disciplinary or adverse action related to unacceptable behavior but should be used as a resource for those who desire help with their problems.
5. The proponent of this policy is the Directorate of Human Resources, Army Substance Abuse Program Manager at 410-278-3810.

A handwritten signature in black ink that reads "Randy S. Taylor".

RANDY S. TAYLOR
Major General, USA
Commanding

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