



**DEPARTMENT OF THE ARMY**  
US ARMY INSTALLATION MANAGEMENT COMMAND  
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT BLISS  
1741 MARSHALL ROAD  
FORT BLISS, TX 79916

AMIM-BLG-ZA (600-85a2)

10 July 2021

**POLICY MEMORANDUM #23**

**SUBJECT: Drug-Free Workplace Policy, United States Army Garrison, Fort Bliss, Texas**

**1. References:**

- a. Executive Order #12564, Drug Free Federal Workplace, 15 September 1986
- b. Public Law 100-71, Sec 503., Drugs and drug abuse. Government organization and employees, 11 July 1987
- c. Army Regulation 600-85, The Army Substance Abuse Program (ASAP), 23 July 2020
- d. Department of the Army Pamphlet 600-85, Federal Drug-Free Workplace Procedural Guidance, 29 July 2020
- e. FB Regulation 27-5, Prohibited Conduct, 5 April 2019

2. Purpose: This policy letter outlines the requirements of safety, education, and punitive measures available to leaders at all levels. The goal is to ensure the safety of all our Soldiers, Civilians, and Family members. This command is committed to ensuring workplace free from substance abuse and related crimes, accidents, fatalities are eliminated.

3. Applicability: This policy applies to all Soldiers and Department of Army (DA) Civilians assigned to or working with United States Army, Garrison, and Fort Bliss, Texas.

4. Policy: Fort Bliss is committed to ensuring a work environment that is free from illegal drug trafficking, use and substance abuse both on and off duty. These types of behaviors will not be tolerated. Commanders, Directorate Chiefs and Supervisors at all levels will promote personal responsibility and ensure all leaders and subordinates are educated about the dangers of illegal drug use, its early signs and symptoms of abuse, intervention techniques, and the debilitating effects on the Soldier, DA Civilian, Families, and Army readiness in accordance Executive Order #12564, Public Law 100-71, AR 600-85, AR 600-85, DA Pamphlet 600-85 and FB Regulation 27-5.

a. Commanders and Directorate Chiefs will support and integrate installation, organizational substance abuse prevention strategies, utilize interventions and publicize the fact that substance abuse and its related behaviors are a detriment to Readiness as a whole. Drug Free Workplace Training will continue to be part of the Garrison Training requirements for all personnel assigned to the Fort Bliss Garrison Command.

b. Leadership is and always will be about taking care of Soldiers, DA Civilians, Families and Retirees. All personnel have a responsibility and duty to ensure a safe working environment, free from substance abuse.

c. In accordance with DA Pam 600-85, Chapter 3, DA Civilians who are assigned to testing designated positions (DA FM 5019, Condition of Employment) are subject to random drug testing throughout the fiscal year. In addition, all DA Civilians within the Garrison Command are subject to drug testing under the conditions outlined in DA Pamphlet 600-85, Chapter 3-2, a. In IAW DA Pam 600-85, Chapter 4, all DA Civilians who are Department of Transportation (DOT) qualified drivers are also subject to random alcohol testing. Testing will be conducted by the Army Substance Abuse Program's Drug Testing Collection Point, Bldg. 2437 Cassidy Road.

6. Prevention efforts are and always will be "Everyone's Business", and personal responsibility will always play a role in the successful reduction of substance abuse and their related issues.

7. It is my intent to re-enforce positive behavior, leading to Soldier, Civilian and Installation Readiness. Our people are our most precious resource and ensuring their safety is paramount.

8. This policy is effective upon signature and will remain in effect until superseded or rescinded. This policy will be permanently posted on unit and directorate bulletin boards. Point of contact for this policy is the Army Substance Abuse Program Office at 915-744-5188.

//Original Signed//  
JAMES A. BRADY  
COL, IN  
Commanding