



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY RECRUITING COMMAND AND FORT KNOX
1307 THIRD AVENUE
FORT KNOX, KENTUCKY 40121-2725

AMIM-KNH-S

23 August 2023

MEMORANDUM FOR

Commanders, Fort Knox Partners in Excellence
Commanders, All Units Reporting Directly to this Headquarters
Directors and Chiefs, Staff Offices/Departments, HQ USAREC

SUBJECT: Fort Knox Policy Memo 8 – Promoting Health and Reducing Risk

1. References:

- a. Army Regulation (AR) 600-85, The Army Substance Abuse Program.
- b. AR 600-63, Army Health Promotion.

2. Sustaining the health and well-being of our Service Members (SMs), Department of the Army Civilians (DACs), and Family Members (FMs) is one of the most important responsibilities of leaders and personnel at all levels. Promoting healthy lifestyles by reducing high-risk behaviors (HRBs) is a priority for this command and all tenant organizations on Fort Knox.

3. All commanders, leaders, supervisors, SMs, and DACs are responsible for creating an environment that promotes a healthy lifestyle by reducing HRBs and reduces stigma for seeking help. It is incumbent on all of us to be cognizant when someone may be at risk, and know everyone is empowered to take action to save lives. Each of us is responsible for eliminating practices and actions that punish or discourage SMs, DACs, or their FMs from seeking help. All Battalion Commanders and above will utilize their Unit Readiness Team and the Commander's Ready & Resilient Council to assist them to identify trends, emplace mitigating strategies, and share Tactics, Techniques, and Procedures.

4. One life lost to suicide is one life too many. The Suicide Prevention Program (SPP) spans the gamut-of-effort from prevention to intervention to postvention. Each one of us has a personal role in SPP. Annual suicide prevention training is imperative to sharpen intervention skills and remain knowledgeable of resources. Postvention is sensitive and critical. Contact the Fort Knox Suicide Prevention Program Coordinator at (502) 624-7374 after every suicide or suspected suicide.

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5. Commanders (CDRs) and leaders at all levels must be more than passively involved. I expect commanders to ensure all leaders are educated on the unit command climate effects of behavioral health and its relation to suicidal ideation, substance abuse, and other HRBs. To assist in this effort, CDRs will employ ASAP's full capabilities to deter, prevent, and provide assistance.

a. All Soldiers must undergo urinalysis drug testing each fiscal year and the commander must conduct 20% random testing of unit military strength every month (in order to meet the required 10% minimum Army standard). The Civilian Personnel Advisory Center, in collaboration with supervisors, must maintain an up-to-date roster of all Civilians that are in Testing Designated Positions and ensure their participation in the Civilian Drug Testing program.

b. Risk Reduction, Suicide Prevention, and Prevention Coordination services are available to identify trends, mitigate risks, educate, and provide awareness. The Commander's Risk Reduction Toolkit helps commanders identify observable trends, and Unit Risk Inventories (URIs) help identify appropriate intervention based on emerging unit risks. URIs will be administered every 12 months and at least 30-90 days before deployment; and is recommended at change of command. The Reintegration Unit Risk Inventory (R-URI) is administered between 30 and 180 days after redeployment.

c. Supervisors and CDRs will ensure all SMs & DACs receive annual Substance Abuse Awareness or Personal Readiness Training. All SMs involved in an alcohol or drug related incident or who test positive for controlled substances must attend Alcohol & Drug Prevention Training (ADAPT) and be referred to the Substance Use Disorder Care Clinic.

d. Short-term non-clinical confidential counseling services are available for DACs, FMs, and Retirees through the Employee Assistance Program.

6. The success of our Army's health and well-being depends on the concentrated focus of leaders on activities that encompass the family, physical, psychological/emotional, social, and spiritual dimensions in our commands. The total effect will be an overall improvement in unit and organizational performance and readiness through enhanced individual wellbeing.

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7. The point of contact is Mr. William K. Taylor, III, at (502) 624-7031 or william.k.taylor72.civ@army.mil.



JOHNNY K DAVIS
Major General, USA
Commanding