



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON FORT HUNTER LIGGETT
BUILDING 238 CALIFORNIA AVENUE
FORT HUNTER LIGGETT, CA 93928-7000

IMHL-HR

NOV 27 2017

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: USAG FHL Policy #2-3, Alcohol and Illegal Drug Use

1. REFERENCE.

- a. AR 600-85, The Army Substance Abuse Program.
- b. DA PAM 600-85, Army Substance Abuse Program Civilian Services.

2. PURPOSE. To provide guidance on alcohol and illegal drug use.

3. APPLICABILITY. This policy applies to all Soldiers and Civilian employees and contractors assigned or attached to U.S. Army Garrison, Fort Hunter Liggett.

4. POLICY.

a. Soldiers and Civilian employees must refrain from alcohol abuse or using drugs illegally, whether on or off duty. Substance abuse is inconsistent with the high standards of performance, discipline, and readiness necessary to accomplish the Army's mission.

b. Certain Civilian employees in positions or categories of positions involving law enforcement, national security, the protection of life and property, or public health or safety, are subject to random testing which occurs without suspicion that a particular individual is using illegal drugs. Urine and breathalyzer specimen collections for Department of Transportation (DOT) drug testing, IAW 49 CFR part 40, may be conducted. All Soldiers and employees are subject to "reasonable suspicion testing" when there is a reasonable suspicion of on duty use or on duty impairment.

c. Evaluation, education, and referral services for personal problems, including alcohol and drug problems, are available to Civilian employees, their spouses, dependent children, and other beneficiaries through the Employee Assistance Program (EAP) provided by Federal Occupational Health. More information on EAP benefits and eligibility can be found at www.FOH4YOU.com or by calling the EAP at (800) 222-0364 or TTY (888) 262-7848.

IMHL-HR
SUBJECT: USAG FHL Policy #2-3, Alcohol and Illegal Drug Use

5. PROPONENT. The Directorate of Human Resources is the proponent for this policy. POC is the Army Substance Abuse Program Manager at (831) 386-2727.



KERRY E. NORMAN
COL, MP
Commanding

DISTRIBUTION:
B