



The Hour Has Come

DRUG DEMAND REDUCTION COMMANDER & FIRST SERGEANT TRAINING

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Overview



The Hour Has Come

- **Governing Directives**
- **Demand Reduction Program Goals**
- **AF Policy on Drug Abuse**
- **Drug Testing Program Objective/Mission**
- **Commander's Role**
- **Who's Tested**
- **Types of Testing**
- **Local Conditions**
- **Local Trend**
- **AF Audit Agency Findings**



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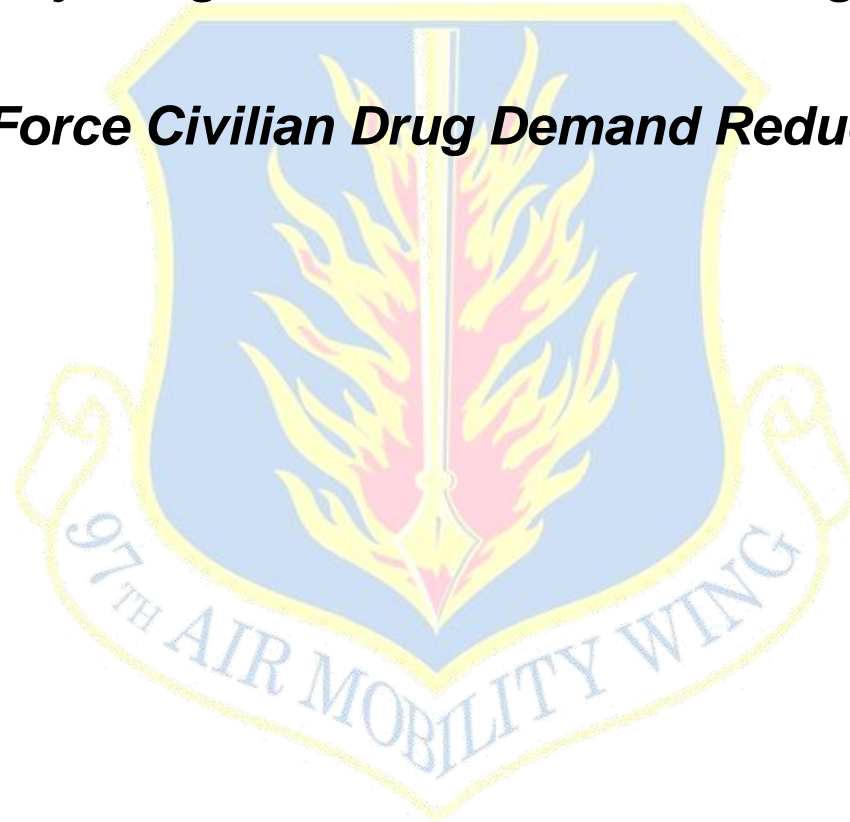


Governing Directives



The Hour Has Come

- **AFI 90-507, *Military Drug Demand Reduction Program*, 22 Sep 14**
- **AFI 90-508, *Air Force Civilian Drug Demand Reduction Program*, 28 Aug 14**



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Goals and Objectives of Drug Demand Reduction



The Hour Has Come

- Enhance mission readiness
- Foster a drug free environment
- Maintain the health and wellness of a fit and ready fighting force
- Deter use/abuse of illegal drugs and other controlled substances
- Assist commanders in assessing military fitness and readiness
- Detect and identify use of illegal drugs and controlled substances
- Provide a basis for action, adverse or otherwise, against a service member based on a positive test result

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AFI90-507 Mission Readiness



The Hour Has Come

- **Studies have shown that products made with hemp seed and hemp seed oil may contain varying levels of tetrahydrocannabinol (THC), an active ingredient of marijuana which is detectable under the Air Force Drug Testing Program.**
- **In order to ensure military readiness, the ingestion of products containing or products derived from hemp or hemp seed oil is prohibited. Failure to comply by military personnel is a violation of Article 92, UCMJ.**
- **The knowing use of any intoxicating substance, other than the lawful use of alcohol or tobacco products, that is inhaled, injected, consumed, or introduced into the body in any manner to alter mood or function is prohibited.**

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AFI 90-507 Prohibited Substances



The Hour Has Come

- Designer drugs such as “spice” that are not otherwise controlled substances)
- Inhalants, propellants, solvents, household chemicals, and other substances used for “huffing”
- Prescription or over-the-counter medications when used in a manner contrary to their intended medical purpose or in excess of the prescribed dosage
- Naturally occurring intoxicating substances (Salvia divinorum)
- The POSSESSION of any of the above substances, if done with the intent to use in a manner that would alter mood or function, is also prohibited. Failure to comply is a violation of Article 92, UCMJ

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Air Force Random Drug Testing Policy and Procedure



The Hour Has Come

- **ALL Active Duty Military** are subject to random drug testing regardless of rank or position
- **ALL Civilian Employees in Testing Designated Positions (TDPs)**
 - The job functions associated with these positions have a direct and immediate impact on public health and safety, the protection of life and property, law enforcement, or U.S. national security
- **Active Duty and TDP Civilians** are selected randomly using the Air Force Drug Testing Program and DOD Drug Testing Program Software, respectively
 - Individuals cannot be singled out for random testing
 - Individuals may be selected on back-to-back days

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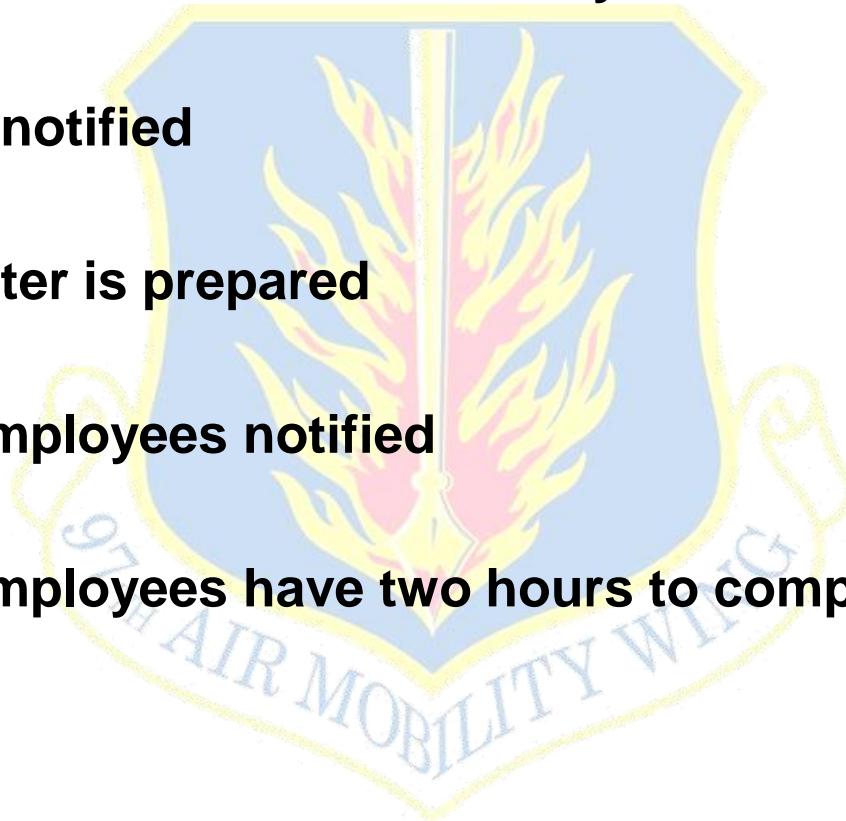


Random Selection Process



The Hour Has Come

- **Computer Generated Selection – Military and Civilian**
- **Trusted Agents notified**
- **Commander Letter is prepared**
- **Members and employees notified**
- **Members and employees have two hours to comply**



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Commanders' Responsibilities



The Hour Has Come

- **Commander's have the authority to order drug testing IAW guidelines in AFI90-507 for sweep testing, probable cause testing, and commander directed testing**
- **Ensures that all unit military members regardless of rank or status, are subject to inspection testing.**
- **Will appoint in writing a Trusted Agent who performs the following duties:**
 - **receives and maintains urinalysis selection rosters**
 - **notifies individuals selected for testing**
 - **notifies DDR personnel of members not available for testing (acceptable reasons) with the expected return to duty date**

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Commanders' Responsibilities



The Hour Has Come

- **Ensure that notification letters are appropriately acknowledged**
 - **date and time of acknowledgement**
 - **members' signatures are evident**
 - **trusted agents' signatures are evident**
 - **a copy of such notification and acknowledgement letters are maintained within the unit IAW AFM 33-363**
- **Take appropriate administrative or UCMJ action on personnel who fail to report for testing without a valid reason**
 - **All actions taken by commanders must be coordinated with the SJA to ensure the integrity of the program.**
 - **Actions taken against Civilians must include CPO and the SJA**

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Deferred Testing Process



The Hour Has Come

- Testing is mandatory on the day of selection **EXCEPT** for members and personnel who are:
 - TDY, on leave, pass, quarters, flying status, crew-rest, missile duty, non-duty status, or deployed
 - Shift workers or personnel who work alternative duty weeks with “weekends” during the regular duty week
 - Members and personnel with above exceptions will be report for testing within two hours of notification, upon returning to duty.
 - Civilians must present within one hour of notification

Failure to appear for testing without a deferral will be considered a refusal to participate in testing, and will subject an Active Duty member or Civilian employee to the full range of disciplinary actions, including removal from service

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Selection of Observers



The Hour Has Come

- Provide credible observers who meet the following criteria
 - Commissioned officer or NCO
 - Not selected for testing in the same session as the one in which they are observers
 - No UIF (AFI 36-2907)
 - No record, within 5 years, of conviction by court martial or civilian court for matters NOT involving dishonesty, fraud, or drug abuse.
- No conviction by court-martial or civilian court, non judicial punishment under Article 15, UCMJ, or a Letter of Reprimand or similar administrative action (Letter of Admonishment, Letter of Counseling) for misconduct involving dishonesty, fraud, or drug abuse (including use, possession, or distribution).

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Selection of Observers



The Hour Has Come

- No pending UCMJ action (court-martial, Article 15)
- No pending civilian criminal action
- No pending administrative action (Separation or Letter(s) of Reprimand/Counseling/Admonishment for dishonesty, fraud, or other integrity offenses).
- Not within six months of either separation or retirement
- No medical or mental health conditions which will prevent the individual from performing the assigned duties of an observer
- Not assigned to work in any legal office

Commanders, on a case-by-case basis, make determinations as to whether or not conduct is/was dishonest and/or fraudulent, and may make exceptions to the rule. Commanders will receive advice from the servicing SJA in situations in which it is unclear as to whether past misconduct is disqualifying.

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Military “Shy Bladder”



The Hour Has Come

- If it is believed that an individual has a “shy bladder” DDR must notify the individual’s unit commander who in turn must make arrangements to have the individual evaluated as soon as practical to determine whether the inability to provide a specimen is genuine or constitutes a refusal.
- Individuals who have a medically documented history of shy bladder or situational anxiety, or who are documented to have medically verified physical abnormalities that inhibit or preclude observed collection will be allowed to provide a specimen without direct observation upon verification of the medical documentation.
- Individuals should be given reasonable time to provide a urine sample. Reasonable time is determined by the local commander.

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Civilian “Shy Bladder”



- If the donor is unable to provide a valid sample after a first attempt, the donor is given a reasonable amount of fluid to drink for up to 3 hours or until the donor has provided a new sufficient amount of urine.
- If the donor refuses to drink fluids as directed or refuses to attempt to provide a urine specimen, the collection procedure is discontinued and a “refusal to test” is noted.
- If after a period of 3 hours the donor is still unable to provide an adequate specimen, the supervisor will be notified of a potential “shy bladder” situation.



Military Non-Random Testing Types



The Hour Has Come

- **Accident or Safety Mishap**
- **Command Directed Testing – Probable cause does not exist**
- **Consent Testing – Ask individual to consent to testing before using Probable Cause or Command Directed**
- **Inspection Testing – (Unit sweeps)**
- **Probable Cause Testing – Requires search and seizure authorization from the appropriate commander**
- **Rehabilitation Urine Testing**

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Military Self Identification Provision for Drug Use



The Hour Has Come

- **An Air Force member may voluntarily disclose evidence of personal drug use or possession to the unit commander, first sergeant, substance abuse evaluator, or a military medical professional.**
- **Commanders will grant limited protection for Air Force members who reveal this information with the intention of entering treatment.**
- **Commanders may not use voluntary disclosure against a member in an action under the Uniform Code of Military Justice (UCMJ) or when weighing characterization of service in a separation.**

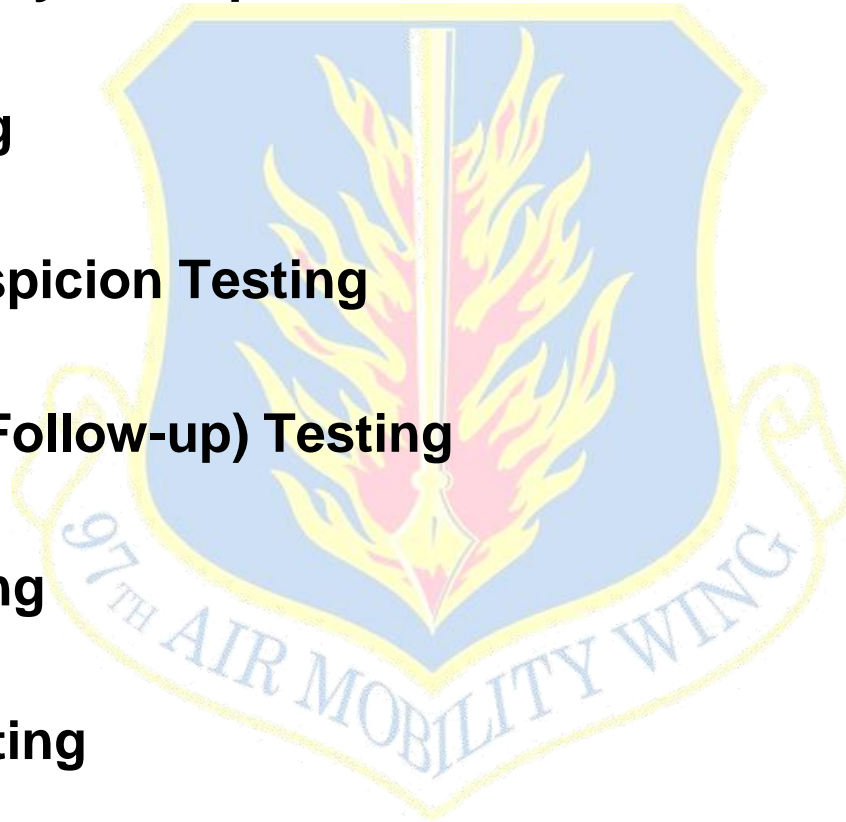


Civilian – Other Types of Testing



The Hour Has Come

- Accident or Safety Mishap
- Consent Testing
- Reasonable Suspicion Testing
- Rehabilitation (Follow-up) Testing
- Voluntary Testing
- Unit Sweep Testing





Accident or Safety Mishap



The Hour Has Come

- **Civilian employees will be subject to testing for evidence of illicit drug use, based upon the circumstances of an accident or safety mishap, if the member's supervisor reasonably concludes an employee's conduct may have caused or contributed to an accident or safety mishap involving personal injury that requires emergency medical treatment, a fatality or at least \$2,000 in property damage.**
- **The determination will be coordinated with a higher level supervisor in the functional chain of supervision, CPO and SJA.**

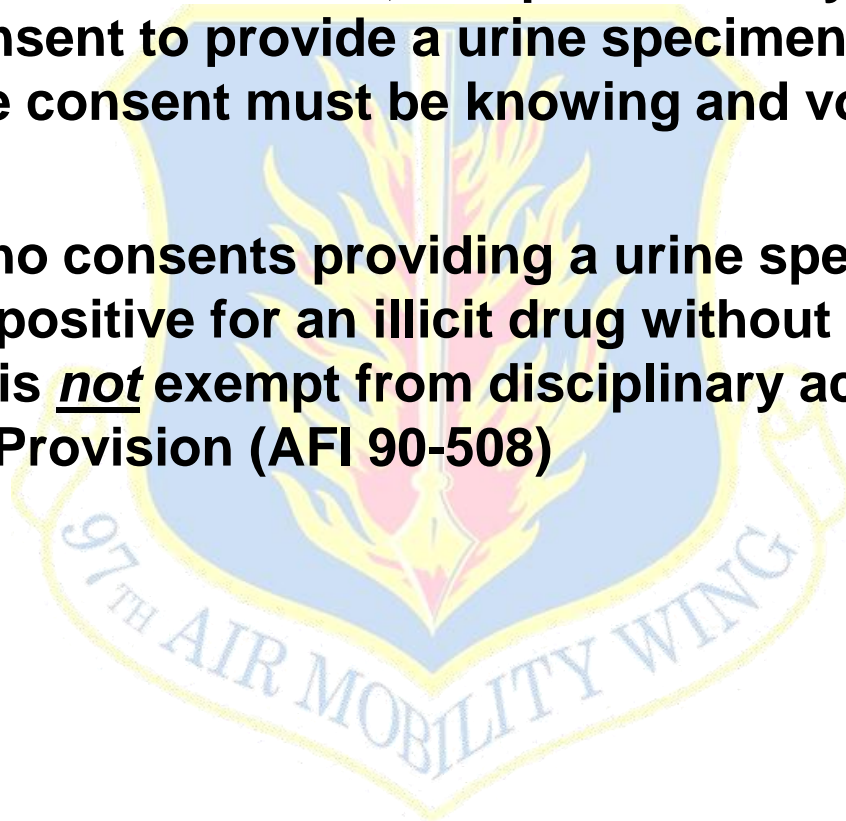


Civilian - Consent Testing



The Hour Has Come

- After consultation with the SJA, a supervisor may ask any civilian employee to consent to provide a urine specimen for drug testing at any time. The consent must be knowing and voluntary.
- An employee who consents providing a urine specimen whose specimen tests positive for an illicit drug without a legitimate medical reason is not exempt from disciplinary action as defined in the Safe Haven Provision (AFI 90-508)





Reasonable Suspicion Testing



The Hour Has Come

- A specific and fact based belief that an employee may have used illegal drugs, on or off duty, based on the following:
 - Direct observation of drug use/possession and/or physical symptoms of being under the influence of a prohibited/illegal substance.
 - A pattern of abnormal conduct or erratic behavior.
 - Arrest or conviction for a drug-related offense, or the identification of an employee as the focus of a criminal investigation into illegal drug possession, use, or trafficking.
 - Information provided either by reliable and credible sources or independently corroborated.
 - Newly discovered evidence that the employee has tampered with a previous drug test.

(AFI 90-508 Reasonable Suspicion)



Procedure for Reasonable Suspicion Testing



The Hour Has Come

- If an employee is suspected of illicit drug use or in possession of drug paraphernalia, the appropriate supervisor will gather all information, facts, and circumstances, leading to, and supporting this suspicion.
- A supervisor in the employee's chain makes the determination, after coordination with the SJA, as to whether reasonable suspicion exists in any given case.
- The supervisor will notify the employee in writing of the requirement to provide a urine specimen (under direct observation). (AFI 90-508)



Civilian - Voluntary Testing



The Hour Has Come

- **Employees not in TDP may volunteer for unannounced random testing by notifying CPO. CPO will then notify DDR.**
- **Volunteers will be included in the TDP pool and subject to the same random testing conditions as those in TDPs.**
- **An employee who volunteers for the random testing program will remain the TDP pool until the employee withdraws from participation by notifying CPO of such intent at least 48 hours prior to being scheduled for a random test.**



Civilian Safe Haven Provision



The Hour Has Come

- Disciplinary action for illicit drug use will not be initiated for any employee who meets ALL four of the following conditions:
 - (1) voluntarily identifies self as a user of illicit drugs prior to being notified of the requirement to provide a specimen for testing or being identified through other means
 - (2) obtains and cooperates with appropriate counseling or rehabilitation referral services
 - (3) agrees to and signs a last chance or statement of agreement
 - (4) and thereafter refrains from illicit drug use. This does not preclude disciplinary action for the other misconduct, i.e., possession of drugs or drug paraphernalia (AFI 90-508)



Observations, Behaviors and Symptoms



The Hour Has Come

- Constricted or dilated pupils
- Bloodshot eyes
- Odor of alcohol or marijuana
- Nervous
- Sleepy
- Confused
- Exaggerated Politeness
- Combative
- Excited
- Fatigued
- Uncooperative
- Poor Memory
- Fighting
- Slurred ,Slow Speech, Rambling
- Falling , Staggering, Stumbling
- Profuse Sweating
- Slow Reactions
- Crying
- Tremors
- Constantly tardy or absent
- Excessive use of sick leave
- Patterns of absences : day after payday, Monday, Friday
- Missed deadlines, excuses

****These symptoms may indicate medical or mental health issues***



5-Panel Urinalysis



The Hour Has Come

- Air Force and Civilian drug tests automatically screen for THC, Opiates, Amphetamines, PCP, and Cocaine
- Beginning 1 May 2012, the Air Force Drug Testing Laboratory (AFDTL) will begin testing urine samples for the presence of Hydrocodone and Hydromorphone.
- Beginning 25 Jan 14, AFDTL will test for Spice and Bath Salts
- Tests are confirmation tests, not screening tests, therefore the EXACT substance is identified
- Special Request Testing
 - Steroids
 - Spice
 - Salvia Divinorum
 - Ecstasy, GHB, other club drugs and non-PCP hallucinogens
- Unable to test for abuse of insulin (body builders)



Prohibited Substances



The Hour Has Come

- **PER AFI90-507, para 1.1.6 & 117. , “...the knowing use of any intoxicating substance, other than the lawful use of alcohol or tobacco products, that is inhaled, injected, consumed, or introduced into the body in any manner to alter mood or function is prohibited.” These substances include, but are not limited to, controlled substance analogues (e.g., designer drugs such as "spice" that are not otherwise controlled substances) .**
- **This includes illegal use of prescription drugs and improper use of over-the-counter medications**
- **This includes Salvia Divinorum and “Bath Salts”/Ivory Wave**
- **USE IS A VIOLATION OF ARTICLE 92, UCMJ**



Inhalants



The Hour Has Come

- **Not just for kids – Inhalant abuse is a multi-generational problem**
- **Over 1 million adults abuse inhalants each year**
- **“Huffing”, “Sniffing”, “Bagging” can cause**
 - **“Sudden Sniffing Death” – immediate death due to cardiac arrest**
 - **Asphyxiation - Inhalants replace the oxygen in the body**
 - **Suffocation – from bags used to inhale substances**
 - **Choking on vomit from reaction to inhalants**
- **Addiction is possible and prevalent**
- **Users are predominately white males**
- **Effects vary depending on the substance used, but range from alcohol like effects to stimulant effects**
- **Signs of inhalant abuse: paint or stains on body or clothing, spots or sores around the mouth, red or runny eyes or nose, chemical breath odor, excitability, nausea, dazed/drunk/dizzy appearance**



THC-like Substances: SPICE



The Hour Has Come

- What is it? Herbs coated with marijuana like chemicals
- Spice is prohibited to all active duty personnel and illegal in the state of Oklahoma (civilians).
- On 24 November 2010, the DEA announced plans to emergency control the 5 major chemicals found in Spice blends
- The National Poison Control Center has received thousands of calls over the last year concerning Spice with effects ranging from excessive vomiting to hallucinations



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Salvia Divinorum



The Hour Has Come

- Use prohibited for Active Duty/Illegal in Oklahoma
- Resembles sage, part of the mint family
- Can be chewed, smoked, brewed as tea or vaporized for inhalation
- Hallucinations are the primary effect and last 3 to 8 hours
- Effects resemble alcohol intoxication, severe flashbacks and mental health problems can occur with long term use
- High doses may lead to unconsciousness





“Bath Salts”



The Hour Has Come

- **“Bath salts” is a group of synthetic substances that produce effects similar to cocaine, ecstasy, and methamphetamines**
- **“Bath salts” are not actual salts used for taking a bath. The term is used to market the product legally**
- **“Bath salts” often contain MPDV Methylendioxypropylvalerone - a psychoactive drug with stimulant properties and reportedly has four times the potency of Ritalin (ADD medicine)**
- **Although structurally related to MDMA (Ecstasy), MPDV has purely stimulant effects, such as Cocaine, and no empathogen and entactogen effects (distinctive emotional and social effects, like ecstasy)**



“Bath Salts”



The Hour Has Come

- **Common Names**
 - Ivory Wave
 - Vanilla Sky
 - Pure Ivory, Purple Wave
 - Charge+
 - Ocean Burst, Sextacy
- Available online and in head shops
- Effects are reported to last six to eight hours,
- Overdoses and death related to use have been reported in Europe and Australia
- The Air Force has the capabilities to test for “Bath Salts”,
- Use of these products is PROHIBITED





Prescription Drugs



The Hour Has Come

- It shall be unlawful for any person knowingly or intentionally to possess a controlled substance unless such substance was obtained directly, or pursuant to a valid prescription or order, from a practitioner, while acting in the course of his professional practice...(TITLE 21 - FOOD AND DRUGS CHAPTER 13 - DRUG ABUSE PREVENTION AND CONTROL SUBCHAPTER I - CONTROL AND ENFORCEMENT Part D - Offenses and Penalties)
- Opioids: Most often prescribed to treat pain, high risk for addiction, overdose and respiratory depression leading to death
- CNS Depressants: Used to treat anxiety and sleep disorders, highly addictive, respiratory depression leading to death
- Stimulants: Prescribed to treat the sleep disorder narcolepsy and ADHD, these drugs are highly addictive, risk of dangerously high body temperature, seizures, and cardiovascular complications



Supplements



The Hour Has Come

- **Anyone that plans on taking supplements should consult their primary care manager. (Flight Doctor must be consulted prior to using supplements for all aircrew members and students)**
- **There is no list of banned supplements for the AF. This is primarily because the list would never be able to be all inclusive and the list would be used as an excuse for any positive result for any chemical that was not on the list.**
- **The DoD Human Performance Resource Center (www.humanperformanceresourcecenter) provides information on supplements**

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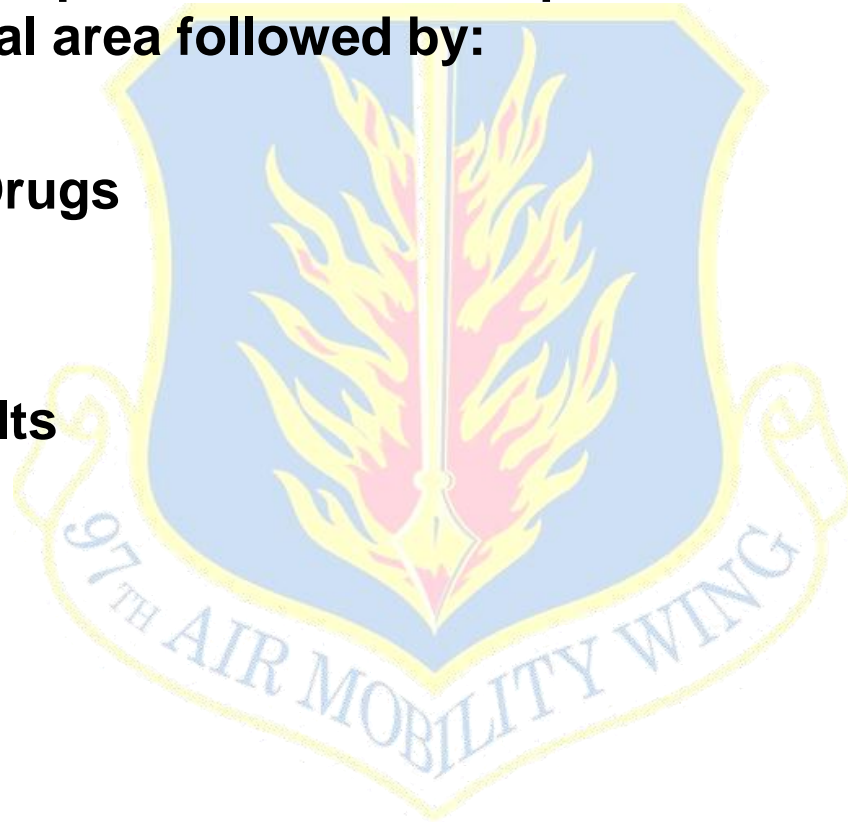


Local Data



The Hour Has Come

- Marijuana and Amphetamine/Methamphetamine – most popular drugs in the local area followed by:
 - Prescription Drugs
 - Cocaine
 - Heroin
 - Spice/Bath Salts



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Positive Test Results Military



The Hour Has Come

- All positive test results are received by the DDR Program Manager
- All positive test results are certified by the Medical Review Officer (MRO) prior to further notifications
 - MRO must determine whether the member's positive drug test could be caused by prescribed medication or other natural or synthetic substances to which the member has been exposed
 - MRO will review the member's medical and dental records as well as any other documents deemed appropriate in assessing a positive test result
- All certified illegal drug use positive results are then reported to:
 - Individual Commander
 - SFS Investigation
 - AFOSI
 - SJA
 - ADAPT Program Manager

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Positive Test Results Civilian



- All positive test results are received by the DDR Program Manager
- All positive test results are certified by the Medical Review Officer (MRO) prior to further notifications
 - MRO must determine whether the member's positive drug test could be caused by prescribed medication or other natural or synthetic substances to which the member has been exposed
 - MRO will call the member to assures that an individual who has tested positive has been afforded an opportunity to provide a verifiable medical explanation for the test result.
- DDR Program Manager ensures timely notification, verbally and in writing, to the CPO/HHR and the employee's supervisor of all MRO-verified positive or invalid test results.



Audit Agency Findings



- **Commanders not updating Trusted Agent appointment letter**
- **Primary Trusted Agents not sending notification letters to subordinate trusted agents via secure means**
- **Trusted Agents not using proper email settings to ensure they can receive encrypted messages**
- **Trusted Agents failing to ensure member/civilian has signed and dated notification letter before presenting for urinalysis testing**
- **Trusted Agents not maintaining a copy of signed, dated, and time stamped letter after Demand Reduction Program copy is returned**
- **Members not returning notification letter to Trusted Agent**
- **Members exceeding the two hour maximum reporting time; one minute late will require a phone call to the individual's commander, SJA, and reported to CFOC**

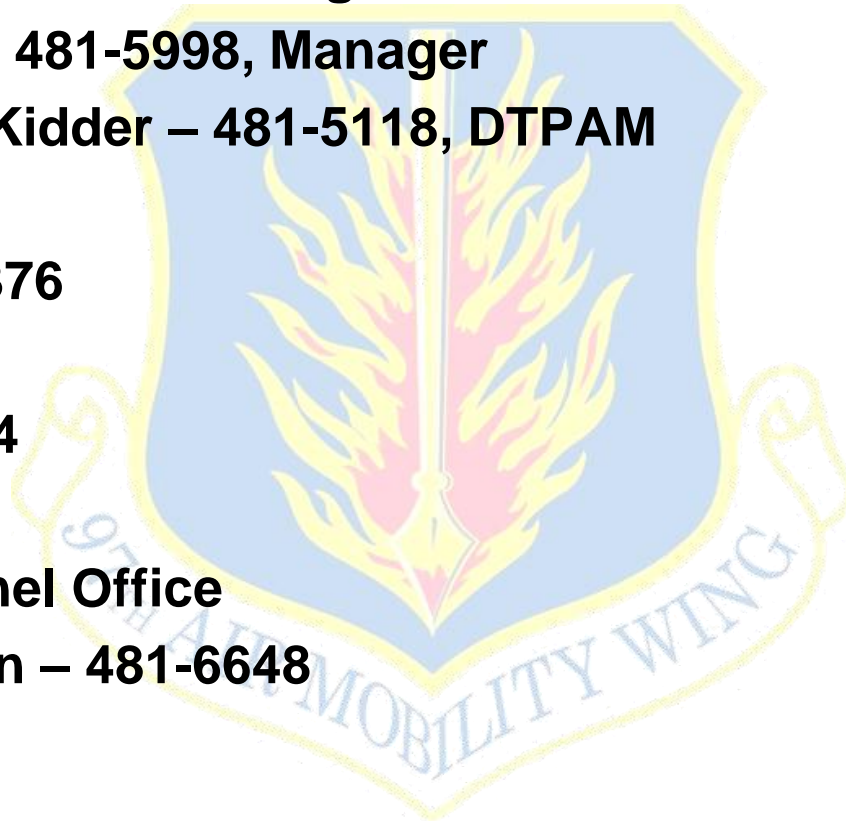


Important Contacts



The Hour Has Come

- **Drug Demand Reduction Program**
 - Donna Butte – 481-5998, Manager
 - TSgt Christie Kidder – 481-5118, DTPAM
- **ADAPT – 481-5376**
- **Legal – 481-7294**
- **Civilian Personnel Office**
 - Mrs. Covington – 481-6648



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