

ADAPT

Alcohol Drug Abuse Prevention and Treatment
Alcohol Drug Abuse Prevention and Treatment

Commander, First Sergeant and Supervisor Guide

Nellis AFB, NV

Bldg 340

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The ADAPT Program

ALCOHOL AND DRUG ABUSE PREVENTION AND TREATMENT PROGRAM

INTRODUCTION

This pamphlet is designed to help supervisors and managers of Air Force and DOD personnel to better understand and utilize the Air Force Alcohol and Drug Abuse Prevention and Treatment (ADAPT) program.

The Alcohol and Drug Abuse Prevention and Treatment Program was initiated on 1 January 1998. This program replaced the existing Substance Abuse Reorientation and Treatment Program (SART) AFI 36-2701 with the publication of AFI 44-121.

PROGRAM OBJECTIVES

The primary objectives of the ADAPT program are:

1. Promote readiness, health and wellness through the prevention and treatment of substance abuse.
2. Minimize the negative consequences of substance abuse to the individual, family and organization
3. Provide comprehensive education and treatment to individuals who experience problems attributed to substance abuse.
4. Return identified substance abusers to unrestricted duty status or assist them in their transition to civil life, as appropriate.

AIR FORCE POLICIES

Alcohol Abuse: The Air Force recognizes that alcohol abuse negatively affects public behavior, duty performance, and/or physical and mental health. The Air Force provides comprehensive clinical assistance to eligible beneficiaries seeking help for an alcohol problem.

Illicit Drug Use: The Air Force does not tolerate the illegal or improper use of drugs by Air Force personnel. Such use is a serious breach of discipline: is not compatible with service in the Air Force; automatically places the member's continued service in jeopardy; can lead to criminal prosecution resulting in a punitive discharge or administrative actions including separation or discharged under other than honorable conditions.

On many occasions the result of an individual's actions has promoted punitive actions to be taken against him/her. The reason an individual is referred to, or becomes involved in the substance abuse program is because substance abuse is believed to be a contributing factor in the situation/incident i.e. DWI, Drunk and Disorderly, Damage to government property, Domestic, etc. The ADAPT office neither initiates or participates in punitive actions taken against persons for illegal or improper actions in substance abuse incidents. Punitive actions are at the discretion of command or other governing authorities.

Our message is clear, this is NOT a punitive program.....We are a helping agency.....Help us get the message out!!!!

ADAPT Prevention and Education

Substance abuse prevention strategies are geared toward reducing individual and organizational risk factors and to increase resiliency factors in high-risk populations. The Integrated Delivery System (IDS) is the focal point for the development and implementation of programs geared towards increasing organizational awareness of substance abuse issues, trends, and threat to mission readiness.

Additional substance abuse education components include classes, briefings; for First Duty Station, Newcomer's orientation (second and subsequent duty station), in-service training for health professionals, PME (ALS, NCO Academy), Key Personnel (commander's first sergeants, command chiefs), and substance awareness education.

All individuals referred to the ADAPT program will receive individualized Alcohol Brief Counseling (ABC). Education requirements take the place of the prior 6 hr. Substance Abuse Awareness Seminar (SAAS). Topics are as follow: Air Force Policy, Understanding the relationship between consumption, Metabolism and Intoxication and Physiological Effects of Alcohol on the Brain and Body.

Members with a diagnosis of Alcohol Abuse or Alcohol Dependence will be recommended for formal treatment. The Nellis ADAPT program facilitates a Level one outpatient treatment program. All individuals deemed appropriate for this level of care will be treated within this treatment setting. All individuals who require a higher level of care will be referred to an outside agency. The primary resource facility used for Intensive Outpatient, Inpatient and detoxification services is Monte Vista Hospital in Las Vegas, NV.

A diagnosis of Alcohol Abuse or Dependence will place the member on a Not World Wide Qualified profile restricting TDY's or deployments for a minimum of six months.

FAILING THE PROGRAM

Program failure is based on a pattern of unacceptable behavior, inability or unwillingness to comply with treatment plan or involvement in alcohol related or drug related incidents after receiving initial treatment. The determination that a patient has failed treatment is based on patient's repeated failure to meet and maintain Air Force standards (behavior) rather than solely on the use of alcohol.

COMPLETING THE PROGRAM

Patients will meet diagnostic criteria for early full remission. The Treatment Team determines, based on DSM (Diagnostic and Statistical Manual IV) criteria, patient's progress towards goals and/issues as stated in the treatment plan, when the patient is effectively in recovery and no longer requires program resources.

Note: A Treatment Team Meeting (TTM) will convene for all patients with a diagnosis.

Identification of Substance Abusers

Listed below are some indicators that a person may have a substance abuse problem. This list is not all-inclusive but could prove to be a valuable tool in identifying a problem with SA.

- Reporting to work drunk/hungover or smelling of alcohol.
- Changes in behavior that are out of character for the individual
- DUI
- Aggressive behavior when drinking/fighting with friends, spouse children or others
- Preoccupation with drinking, excessive use/binge drinking
- Underage drinking
- Spending most of his/her paycheck on drinking or related activities
- Drinking alcohol in conjunction with using medication
- Self-medication (drinking to deal with problems i.e. stress, depression, loneliness, etc.)
- Frequent mood swing changes

Q: As a supervisor or manager if you suspect or know of a problem involving substance abuse, what should you do?

A: Speak with the individual about your concerns and refer to ADAPT Office for evaluation. (All command referrals must be initiated by the Commander/First Sergeant.)

Methods of Identification/Referral

Self-Identification – Any person wanting help for a substance abuse problem may self-Id providing that he/she is not currently under investigation for misconduct.

Medical Referral – A medical provider must refer a member to ADAPT if they suspect alcohol/drug abuse.

Commander Referral – Referral is made for any substance related misconduct (ARM) or if the member's behavior appears to indicate abuse i.e. showing up late for duty, smelling of alcohol.

Arrest/Investigation – Member has been placed under apprehension and incident involves alcohol or drug use.

Urinalysis Testing – Any member receiving a substantiated positive on a UAT will be referred to ADAPT.

Q: Should all instances of substance abuse be referred?

A: Commander's shall refer all service members for assessment when substance abuse is suspected to be a contributing factor in any incident or when notified by medical personnel of substance abuse. Commanders who fail to comply with this instruction place members at increased risk for developing severe substance abuse problems and jeopardize the mission (AFI 44-121 para 3.8.1.).

Local Threat Assessment

“Night life on the STRIP” – The opportunity exists for individuals to have a good time with countless numbers of drinking establishments, tourist and “what happens in Vegas stays in Vegas” atmosphere. Therefore, the opportunities also exist for members to have problems associated with drinking too much and loss of good judgment. All personnel must exercise good judgment in the use of alcohol when not restricted by local laws or military directives. Each member is responsible for his/her actions. Responsibility is the key...Responsibility includes having a wingman at all times and remaining in control of your actions at all times.

DUI/DWI is 100% preventable! Each member is expected to use good judgment and plan ahead. Members convicted of DUI can expect severe consequences. A DUI can be a career-ending event. Local DUI/DWI offences will be handled by local authorities and punishment ranges from large fines and suspension of driving privileges to serving jail time. In addition to local fines and punishment a member also faces the risk of disciplinary action taken against them by command.

The local drug threat here is high...a large reason for that is the large population of civilians and tourism. Anyone caught with illegal drugs to include transfer and sell of drugs will be prosecuted to the fullest extent of the law, which could include a lengthy prison sentence. Drug testing in the Air Force continues to play a major role in mission readiness and acts as a deterrent to illegal drug use by AF members.

Supplements – Air Force members need to be aware of ingredients in supplements, vitamins etc. Some will make them “pop” positive on urinalysis testing.

-The use of hemp seed oil and Nutiva nutritional bars are prohibited.

Military members are prohibited from using or possessing the following substances:

- a. *Salvia Divinorum* ("Salvia") or its active component, Salvinorin A, in any form.
- b. All brands and forms (including incense) of the herbal product commonly known as "Spice," including, but not limited to: Spice (e.g., Silver, Gold, Diamond, and Tropical Synergy), Yucatan Gold, Dream, Blue Lotus, Bombay Blue, Gold Seal, and Magic Silver.

Always be aware of your surroundings. Don't leave drinks unattended.

Supervisor's Responsibility

Your involvement as a supervisor is important, it could make the difference! Lack of involvement especially in the realm of SA problems often proves to be detrimental; to the person, to others and to the mission.

The supervisor plays an important role in the ADAPT program:

- Must be involved in entry and termination
- Involved anytime there are significant treatment difficulties with the patient
- Will be updated on patient's progress at least quarterly
- A critical member on the Treatment Team

As a member of Team Nellis and in performance of your duty as Air Force Supervisors/Managers, it is important that you get involved and stay involved. A substance abuse problem negatively impacts the mission but most importantly it destroys lives.

Military Resources

There are a number of resources available on the installation to assist in problems associated with substance abuse related problems...here are some just to name a few...

-Counseling Services Center located in Building 340 (Next to the HAWC)
Phone: 702-653-3880

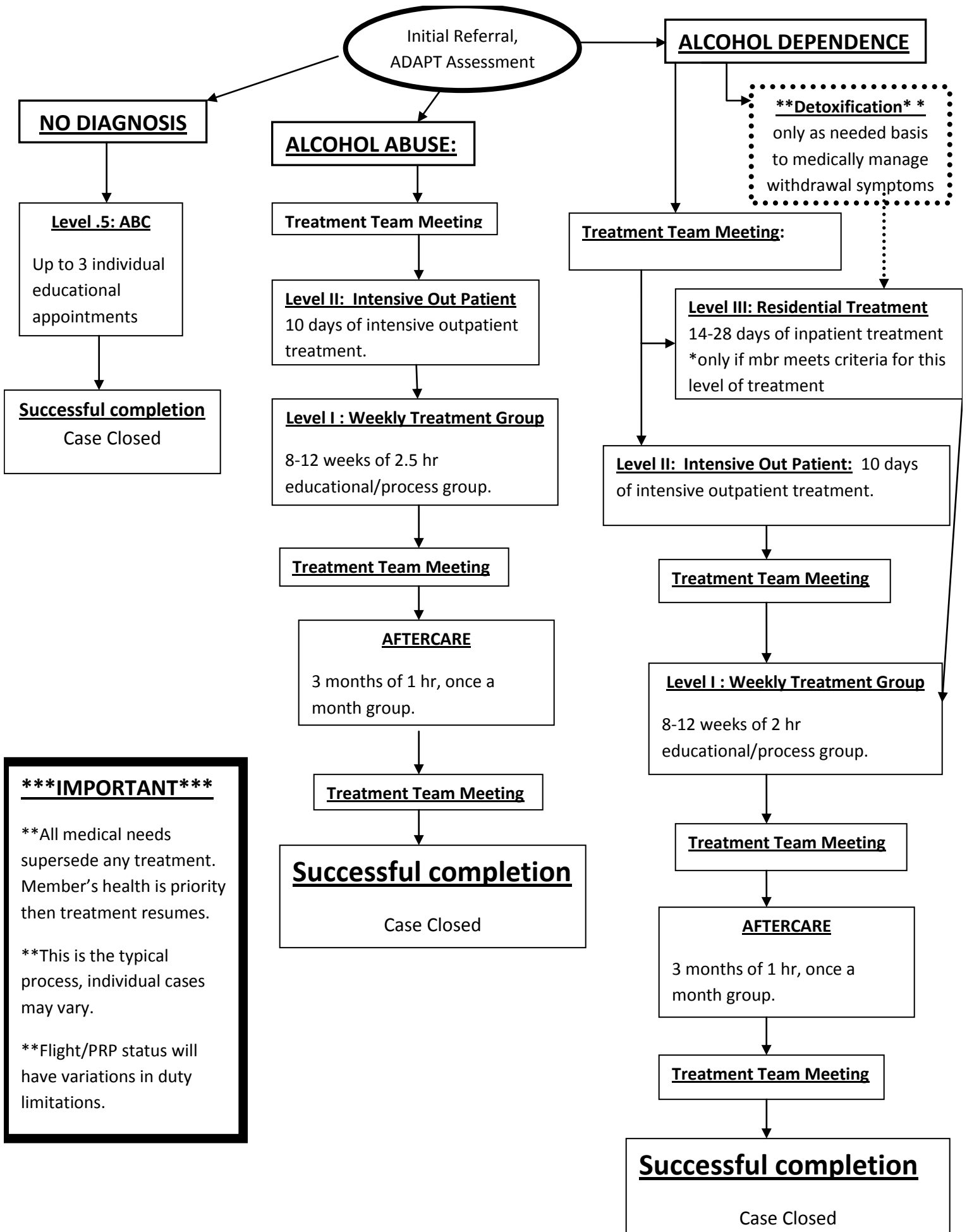
-Alcoholics Anonymous (AA) Meetings located throughout Las Vegas Local schedule can be found at: <http://www.lvcentraloffice.org/>

-Chaplains Office

-AFI 44-121 ALCOHOL AND DRUG ABUSE PREVENTION AND TREATMENT (ADAPT) PROGRAM

-AFI 48-123 MEDICAL EXAMINATIONS AND STANDARDS (PRP/Flight Status)

If you have any questions concerning the information provided in this pamphlet or need assistance please contact the ADAPT program.



*****IMPORTANT*****

**All medical needs supersede any treatment. Member's health is priority then treatment resumes.

**This is the typical process, individual cases may vary.

**Flight/PRP status will have variations in duty limitations.