



Commanding Officer Naval Base Ventura County



DRUG AND ALCOHOL AWARENESS POLICY STATEMENT

Alcohol abuse and drug use are costly in terms of time lost and a severe detriment to morale and esprit de corps. They undermine the very fiber of combat readiness, health, safety, discipline, reliability, judgment, and loyalty. Alcohol abuse and drug use are incompatible with maintaining high standards of performance, military discipline and readiness, and are destructive of Navy efforts to instill pride, promote professionalism, and enhance personal excellence.

I aggressively enforce the Navy Policy of "ZERO TOLERANCE" for drug use. It is essential that our civilian, military, and contract personnel are alert and fully capable of performing their demanding duties in the most responsive, professional, and timely manner possible. Naval Base Ventura County (NBVC) will continue to maintain an aggressive drug awareness program, complemented by an unpredictable urinalysis program aimed at ensuring detection of violators and focused on deterring those who might be considering experimentation with drugs. All confirmed incidents of drug abuse shall result in firm disciplinary action.

When it comes to alcohol, the Navy Policy is "responsible use". Responsible use is self-imposed limitations on time, place, and quantity when consuming alcohol. Alcohol consumption is never an excuse for misconduct. Members who choose not to drink shall be supported in their decision. At NBVC, we emphasize moderation and deglamorize alcohol use. Members who think they may have an alcohol problem are encouraged to self-refer to the Command Drug and Alcohol Program Advisor before an incident occurs. Alcohol dependency and abuse are considered treatable and assistance is available. Alcohol misconduct is a significant performance factor that will be appropriately addressed.

Although the Navy has many formal programs to heighten the alcohol and drug awareness of our personnel, there is no substitute for leadership. **EVERYONE IS A LEADER.** We all observe the behavior of others and have the opportunity to step in and make a difference in someone's life before they cross that line. If you are present and fail to engage as a leader, I intend to hold you accountable for the actions of those more junior to you. This is what I expect:

- I expect you all to be that leader that makes a difference.
- I expect the senior person present to take action and be responsible for the actions of more junior personnel regardless of the location, time of day, or situation.

I look forward to each of you being responsible individuals and taking care of your shipmates. More importantly, I want each of you to set the example as a leader and engage a Sailor or a civilian worker before they make a poor, life altering decision.

A handwritten signature in black ink, appearing to read "C. D. Janke".

C. D. JANKE
Captain, U.S. Navy
Commanding Officer
Naval Base Ventura County
March 2015