MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: (JFTX P13-07) Substance Abuse Policy

1. References. See Enclosure.

2. Applicability. This policy applies to all Texas Military Forces (TXMF) and Texas Military Department (TMD) personnel regardless of component or department.

3. Purpose. To maintain a workplace free of substance abuse. Substance abuse, which includes the inappropriate use of alcohol, illicit drugs and prescription drugs, is inconsistent with military values and standards of performance, discipline, and readiness. Through implementation of this policy, the agency strives to strengthen the overall fitness and effectiveness of the total workforce and enhance combat readiness. This policy supersedes Memorandum, JFTX-LES-CD, 5 Feb 10, Subject: (JFTX P10-04) Commander's Guidance: Texas Military Forces' Drug Abuse Policy.

4. Policy.

   a. Leaders and supervisors must be committed to the elimination of substance abuse among our Soldiers, Airmen, and employees. We each bear a responsibility to behave in a manner consistent with military and civil law and the values of our armed forces.

   b. Leaders and supervisors must be ready to help those who confront their addiction or use through self-referral. Successful rehabilitation and return to duty is a desirable goal. However, Soldiers and Airmen who choose to use illegal drugs are subject to be processed for administrative separation in accordance with policies and guidance established by their respective component. Civilian employees will be evaluated and or processed in accordance with state policy.

   c. Component Commanders will review their current policy and Standard Operating Procedures (SOP) to ensure compliance with governing regulations listed in the Enclosure.
NGTX-JCD
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5. This memorandum will expire 2 years from the date of publication unless sooner rescinded or superseded.

6. Point of contact for this policy is the Texas Joint Counterdrug Task Force at (512) 782-5670 or (512) 782-6765/Texas Military Department, Human Resource Office at 512-782-5306.

Encl
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DISTRIBUTION:
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CAROLYN SMALLWOOD
CW3, 6S, TXANG
TXMF Policy Branch

 JOHN F. NICHOLS
Major General, TXANG
Adjutant General