



DEPARTMENT OF THE NAVY  
COMMANDING OFFICER  
U.S. NAVAL STATION GUANTANAMO BAY CUBA  
PSC 1005 BOX 25 FPO AA 34009-0100

9 October 2024

Commanding Officer's Policy 1-24

From: Commanding Officer, Naval Station Guantanamo Bay, Cuba

Subj: DRUG-FREE AND ALCOHOL WORKPLACE

Ref: (a) SECNAVINST 5300.28F  
(b) OPNAVINST 5350.4E

1. References (a) and (b) outline the Navy's alcohol and drug misuse, prevention, and control policies. The Navy has a "zero tolerance" policy for drug abuse, and I will enforce it. The Navy's policy also requires responsible use of alcohol and provides authority for appropriate discipline for alcohol abuse. I expect everyone to make responsible decisions when consuming alcohol, and to refrain from using illicit drugs or abusing prescription drugs.
2. Alcohol and drug misuse by Navy personnel is absolutely incompatible with the maintenance of high-performance standards, individual professionalism, personal readiness, military discipline, and most importantly, mission accomplishment. Those who choose to consume alcoholic beverages must do so in a responsible manner, and we will all support those who choose not to consume alcohol. Alcohol and drug abuse impair judgement, are a substantial enabler of destructive behavior, and do not align with the our Core Values. All personnel **WILL** be held accountable for substandard performance or illegal acts caused by such use.
3. All service members, civilian employees, contractors, and Foreign Nationals, must make smart decisions when it comes to the use of alcohol. One irresponsible choice can result in life altering consequences. The Navy places us all in a position of great trust and responsibility. Keep what you have earned!
4. Non-Foreign National Civilian employees and supervisors are reminded of Civilian Employee Assistance Program (CEAP) available through the local Human Resources Office (HRO), for employee education, counseling and referral for rehabilitation. Employees are encouraged to seek assistance via the Substance Use Disorder provision of the CEAP. This is an opportunity to voluntarily self-identify as a user of illegal drugs, and to willingly accept counseling and rehabilitation, as appropriate, under the auspices of the CEAP. The unlawful use, by Department of the Navy personnel, of controlled substance analogues (designer drugs), synthetic cannabinoids, chemicals wrongfully used as inhalants, and/or prescribed or over-the-counter drugs, with the intent to induce intoxication, is prohibited
5. I urge you to remain aware of the personal and professional effects of substance misuse and voluntarily seek help at the earliest sign of negative consequences to prevent major negative personal and professional impacts.

  
M. R. STEPHEN