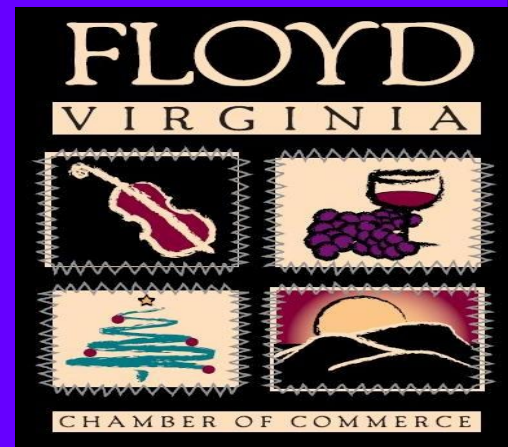




Substance Abuse in the Workplace

A Presentation to: the Floyd County Chamber of Commerce

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Overview

- ❖ Substance Use Disorders
 - ❖ Who is at Risk
 - ❖ Criteria for S.U.D.
 - ❖ C.A.G.E. (self-assessment)
 - ❖ Statistics
- ❖ Physical Emotional and Behavioral Indicators
- ❖ Professional Performance
- ❖ Impact on the Workplace
- ❖ Drug Testing
- ❖ Drug Free Workplace Policy
- ❖ A.D.A.
- ❖ Now NRVCS can help



Disclaimer

Is this the face of addiction?



The answer to all your PROBLEMS is in this LITTLE BOTTLE...

VITAMEATAVEGAMIN

Health Tonic

"Hello FRIENDS!"

"I'm your **VITAMEATAVEGAMIN** GIRL!"



Are you **TIRED, RUNDOWN, LISTLESS?**

Do you poop out at **PARTIES?**

Are you **UNPOPULAR?**

Vitameatavegamin contains **VITAMINS, MEAT, VEGETABLES** and **MINERALS!**

With Vitameatavegamin you can **SPOON** your way to **HEALTH!** All you do is take a **SPOONFUL** after every meal.

So why don't you join the thousands of happy **PEPPY** people and get a great big bottle of **VITAMEATAVEGAMIN** tomorrow.



Spoon Your Way To **HEALTH!**







Who Is At Risk?

- Short answer...EVERYONE
- Genetics account for about half of the likelihood that someone will develop addiction
- Other Risk Factors:
 - Age of First Use
 - Trauma: childhood abuse/neglect, domestic violence, sexual assault
 - Stress
 - Pain/Chronic Pain



Scenario



Substance Use Disorders

- Chronic, progressive, relapsing
- Dependency typically develops over several weeks or months
- The brain's adaptation to the use of a chemical is often subtle.

Criteria for S.U.D

1. Taking the substance in larger amounts or for longer than you're meant to.
2. Wanting to cut down or stop using the substance but not managing to.
3. Spending a lot of time getting, using, or recovering
4. Cravings and urges to use.
5. Not managing to do what you should – at work, home, or school



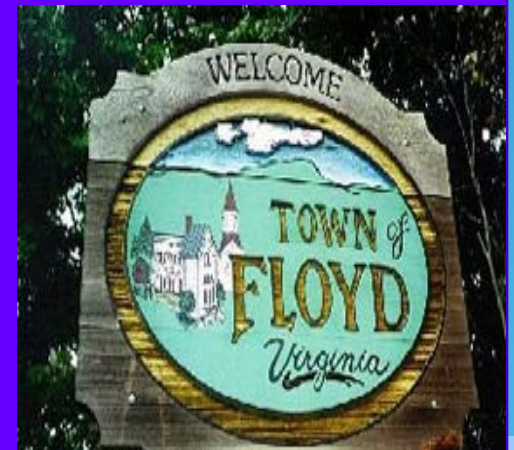
Criteria Continued

6. Continuing to use, even when it causes problems in relationships.
7. Giving up important social, occupational, or recreational activities
8. Using substances again and again, even when it puts you in danger
9. Continuing to use, even when you know you have a physical or psychological problem.



Continued:

10. Needing more of the substance to get the effect you want (tolerance)
11. Development of withdrawal symptoms, which can be relieved by taking more of the substance.





C.A.G.E.



In The Workplace

- ❖ Alcohol
- ❖ Marijuana**
- ❖ Opiates**
- ❖ Cocaine
- ❖ Amphetamines (including Methamphetamine)
- ❖ Self-prescribed medications
- ❖ Prescribed medications



Statistics



Physical Indicators

- ❖ Slurred speech
- ❖ Chills
- ❖ Unsteady gait
- ❖ Bloodshot eyes
- ❖ Hand-tremors
- ❖ Excessive sweating
- ❖ Hyperactivity
- ❖ Mood swings
- ❖ The smell of alcohol on their breath
- ❖ Noticeable weight loss or gain

Emotional Indicators

- ❖ Aggression
- ❖ Burnout
- ❖ Anxiety
- ❖ Depression
- ❖ Paranoia/Suspiciousness
- ❖ Denial



Behavioral Indicators

- ❖ Slow reaction time
- ❖ Impaired coordination
- ❖ Irritability
- ❖ Excessive Talking
- ❖ An inability to stand still
- ❖ Limited attention spans
- ❖ Poor motivation
- ❖ Lack of energy





Professional Performance

- ❖ Being argumentative, irritable or uncooperative
- ❖ Tardiness or frequent unscheduled absences
- ❖ Quality of work (mistakes, disorganization, no attention to detail)
- ❖ Low productivity (taking many breaks, or being inattentive to the job)
- ❖ Forgetfulness



Continued:

- ❖ Isolation or withdrawal
- ❖ Errors in transcribing orders or taking verbal orders
- ❖ Ignoring the needs of clients or customers
- ❖ DWI or DUI violations
- ❖ Multiple complaints from co-workers or families



Impact in the Workplace

Remember: *Professionals who are under the influence of substances pose a danger to themselves, co-workers, and customers*



Drug Testing



When Do We Test?

Post-Accident Testing

- ❖ To evaluate “how” (root cause of accident)
- ❖ When there is a reasonable basis to believe drugs or alcohol contributed
- ❖ Investigation - all Employees who could have contributed to incident, not just those with injuries



What Can You Test For?

- ❖ Marijuana
- ❖ Cocaine
- ❖ Opiates
- ❖ Amphetamines (Amphetamine and Methamphetamine)
- ❖ Phencyclidine (PCP)
- ❖ Ecstasy
- ❖ Muscle Relaxers
- ❖ Benzodiazepines/Anti-anxiety meds
- ❖ Methadone
- ❖ Anti-depressants
- ❖ Chemical Derivatives

How Is Testing Done?

- ❖ Secure Collection Site - Third-party provider
 - ❖ Urine sample; Initial + Screen confirmed by GC/MS (gas chromatography/mass spectrometry)
- ❖ Refusal to Test = Positive Result
- ❖ Adulteration/Interference = Positive Result
- ❖ Maintenance of Chain of Custody
- ❖ Other Issues
 - ❖ EE have a Prescription?
 - ❖ Re-test
 - ❖ Right to dispute





Confidentiality

- ❖ Drug Test Results
 - ❖ Maintained with the third-party administrator
- ❖ Records Regarding Drug Tests
 - ❖ Employee Medical File (Separate from Personnel File)



Documentation: What to Include

- ❖ ALL observations
- ❖ Time
- ❖ Place
- ❖ Employee's involved
- ❖ Employee statements/admissions
- ❖ Any safety violations, other policy violations
- ❖ Witness statements/observations
- ❖ Photographs
- ❖ HR notified



What if Employee is in recovery?

- ❖ Americans with Disabilities Act (“ADA”)
 - ❖ Employees with a disability and are “qualified” to do their job
- ❖ “Qualified individuals” under the ADA:
 - ❖ Successfully rehabilitated and not using drugs illegally
 - ❖ Currently in a rehab. program and are not using drugs illegally
 - ❖ Regarded as illegally using drugs**
i.e. Opiate use



Additionally

Current illegal drug use is not protected, but recovering addicts are protected via ADA

- ❖ An employee who casually used drugs illegally, but not addicted not disabled due to past drug use
- ❖ Protected? The employee may be entitled to accommodation

E.g., leave for AA, NA, methadone



I want to help but...



Remember: *When you protect employees from the consequences of their behavior, you are actually, unintentionally causing them to rationalize their problem, or even deny it exists.*





Remember:

If an employee chooses to tell co-workers about their private concerns, it is their decision.

According to the U.S. Department of Labor, “when an employee tells their supervisor something in confidence, the supervisor is obligated to protect that disclosure” (Dol.gov, n.d.)

The image shows three glass bottles on a light blue surface. On the left is a large, dark brown glass bottle with a rounded body and a narrow neck. In the center is a tall, slender green glass bottle. In the foreground, slightly to the right of the center, is a small, square-shaped blue glass bottle with a white cap and a label that has some text and a red section at the bottom. The background is a solid light blue color.

Drug Free Workplace Policy



Elements:

- ❖ What is the purpose of the policy and program?
- ❖ Who is covered by the policy?
- ❖ When does the policy apply?
- ❖ What behavior is prohibited?
- ❖ Are employees required to notify supervisor of drug-related convictions?
- ❖ Does the policy include searches?



Elements:

- ❖ Does the program include drug testing?
- ❖ What are the consequences for violating the policy?
- ❖ Are there Return-to-Work Agreements?
- ❖ What type of assistance is available to employees needing help? (EAP)
- ❖ How is employee confidentiality protected?
- ❖ Who is responsible for enforcing the policy
- ❖ How is the policy communicated to employees?

(Dol.gov, n.d.)



Resource:

The U.S. Department of Labor has a step-by-step guide available for developing a successful drug-free policy, available at www.dol.gov keywords “Drug Free Workplace Advisor”

Or the direct link is as follows:

http://www.dol.gov/elaws/asp/drugfree/drugs/screen17.asp?selection_list=



Resource:

The Substance Abuse and Mental Health Services Administration (SAMHSA) compiled a list of materials regarding substance use disorders in the workplace: “Components of a Drug-Free Workplace”

Access the complete drug-free workplace kit here:

<http://www.samhsa.gov/sites/default/files/workplace-kit.pdf>

Or: www.samhsa.gov keywords “Workplace Kit”



New River Valley Community Services Can Help



Scenario Review



Thank You