



Drug and Alcohol Awareness Training

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Learning Objectives

- * Understand how social use of alcohol and drugs is different from substance abuse.
- * Examine how alcohol and drug abuse affect employee performance in the workplace.
- * Identify signs and symptoms of types of drugs.
- * Learn who to contact for professional help for employees, family members, or yourself.

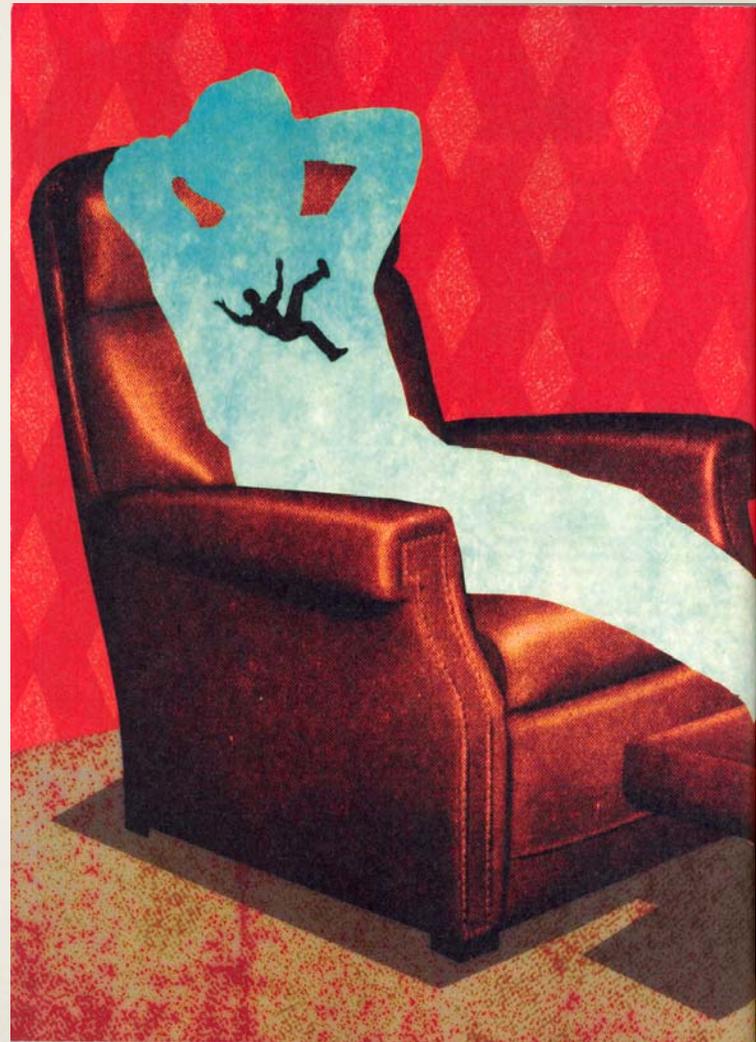
Use Around the World



- Every culture throughout history has used some mood altering substance, except the Eskimos, who had nothing that would ferment.

Social Use

- 95% of Americans drink alcohol, and 90% of those drink responsibly.
- New Year's Day, St. Patrick's Day, Fourth of July, Halloween, and the SuperBowl are some of our favorite alcohol and drug holidays. In Flagstaff, we have Tequila Sunrise.



Social Learning

- Many young people who use alcohol or drugs make mistakes, learn from them, and eventually learn to manage their use.
- Some people never learn. They just keep hurting themselves.



Symptoms of Abuse

- There are three primary behavioral symptoms of alcohol and drug abuse:
 - Preoccupation with buying, selling, or using alcohol or drugs.
 - An inability to stop using once a person has started.
 - Repeated negative consequences from use, such as relationship, health, legal, and employment problems

Abuse Behaviors

- A person has become dependent upon alcohol or drugs when the substance has become the center of their life.
- An alcoholic or addict will violate their own values to keep using alcohol or drugs.
- The alcoholic or addict usually minimizes the severity of the problem.

Party Away Stress



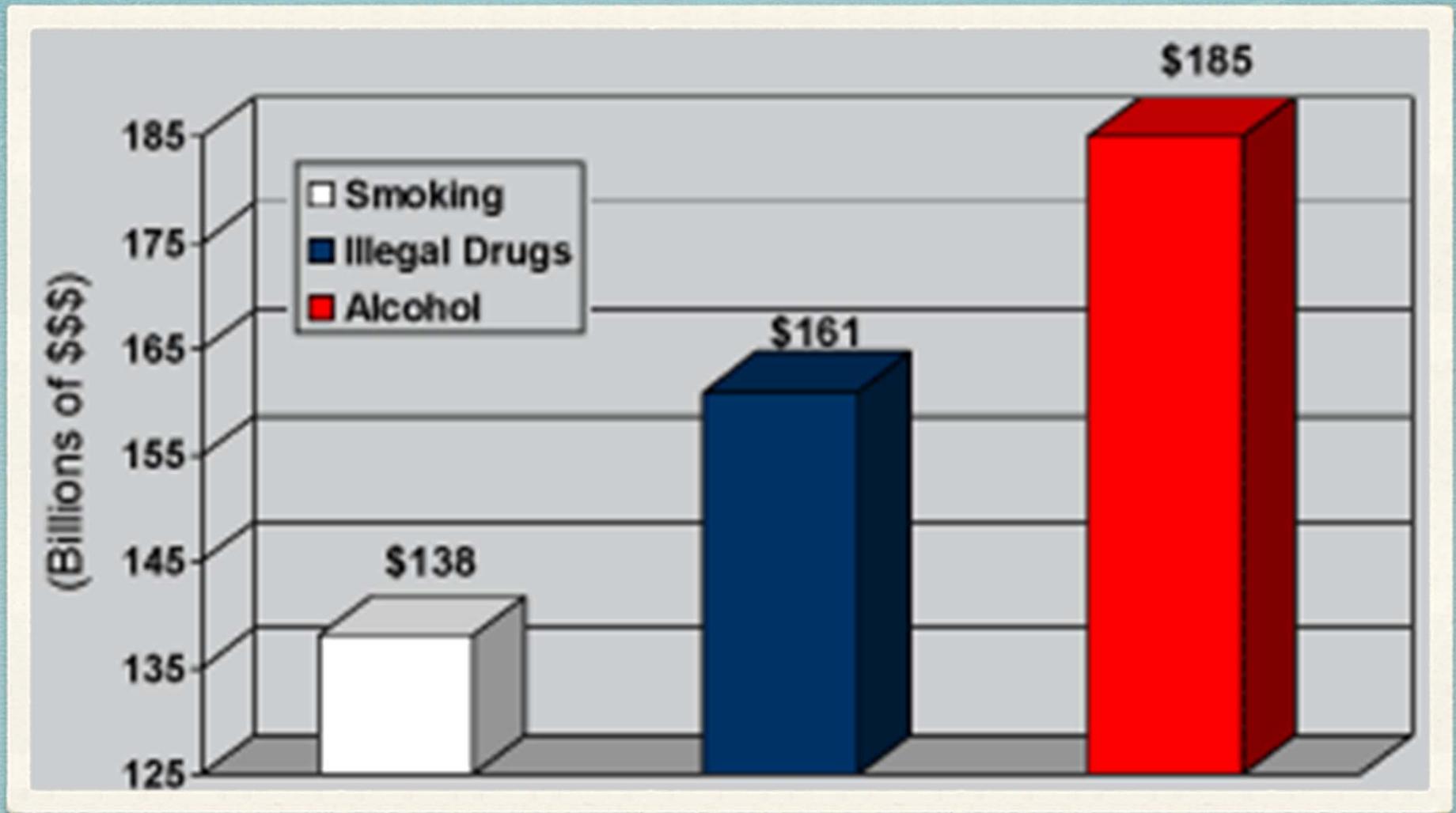
- What you and I see as the problem, an alcoholic or addict sees as the solution. Addiction lets them forget about their problems for the moment.

Abuse and Productivity 1

- * Employees who use drugs are 2.2 times more likely to request time off or leave work early, 2.5 times more likely to have absences of eight days or more, and 3 times more likely to be late for work.
- * An estimated 500 million workdays are lost annually due to alcoholism.

Abuse and Productivity 2

- * Illicit drug users are more than twice as likely than those who do not use drugs to have changed employers three or more times in the past year.
- * Studies have shown that substance-abusing employees function at about 67% of their capacity.



Substance Abuse Costs Our Nation More than \$484 Billion per Year

Substance Abuse and Accidents

- * Employees who use drugs are 3.6 times more likely to be involved in a workplace accident and 5 times more likely to file a workers' compensation claim.
- * Up to 40 percent of industrial fatalities and 47 percent of industrial injuries can be linked to alcohol use and alcoholism.

Abuse and Crime

- * A Bureau of Justice survey found that 68% of jail inmates were abusing alcohol and drugs.
- * In Flagstaff, police have estimated that 80 to 90% of the people incarcerated in the Coconino County Jail were intoxicated at the time of the arrest.



Abuse in our Homes



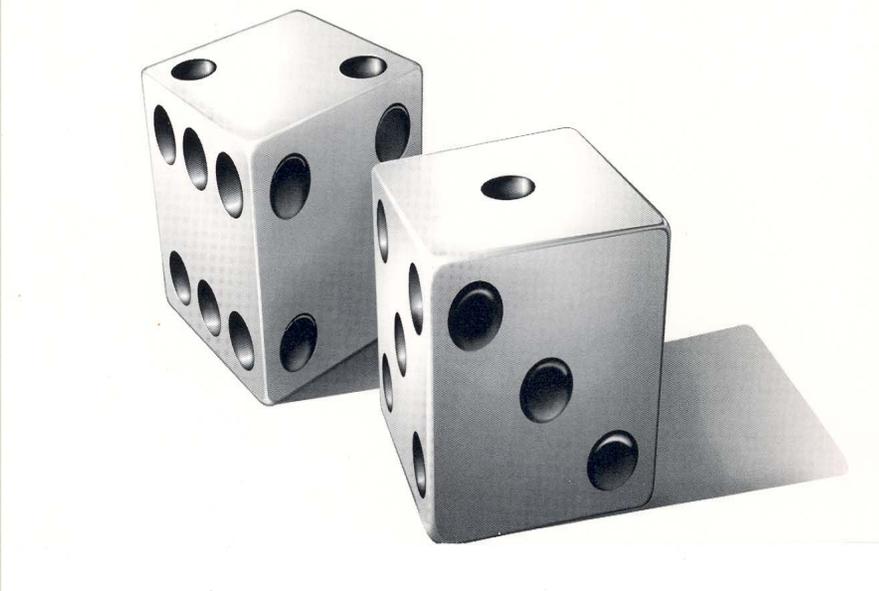
- * Studies of domestic violence routinely find recent consumption of alcohol by the perpetrators. In the US, 55% of perpetrators were found to have been drinking alcohol prior to a physical assault.

Substance Abuse and Children

- One in ten children grow up in a family with alcoholism or drug abuse.
- Many children grow up afraid and traumatized because of the pain that occurs in homes with alcoholism and addiction.



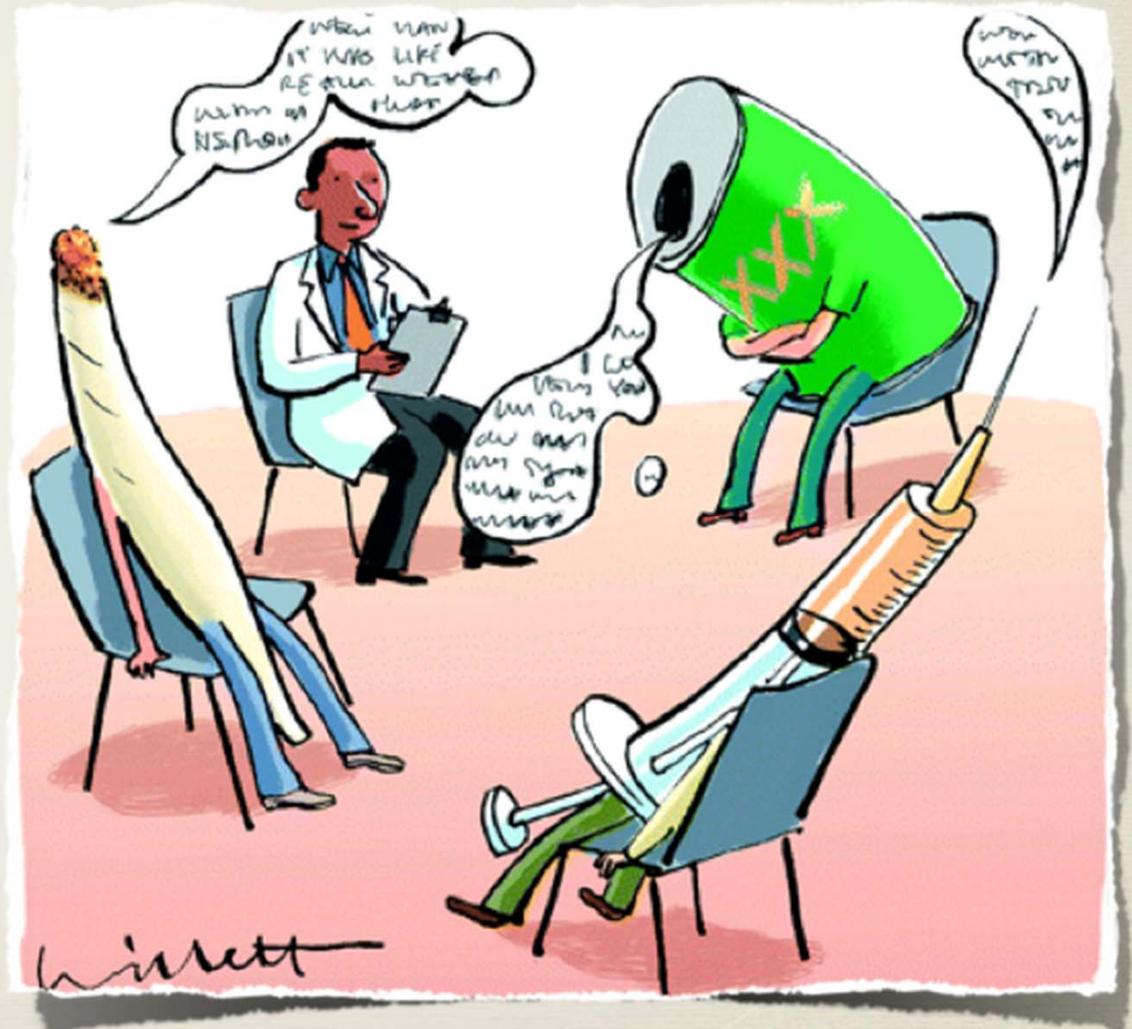
Driving Under the Influence



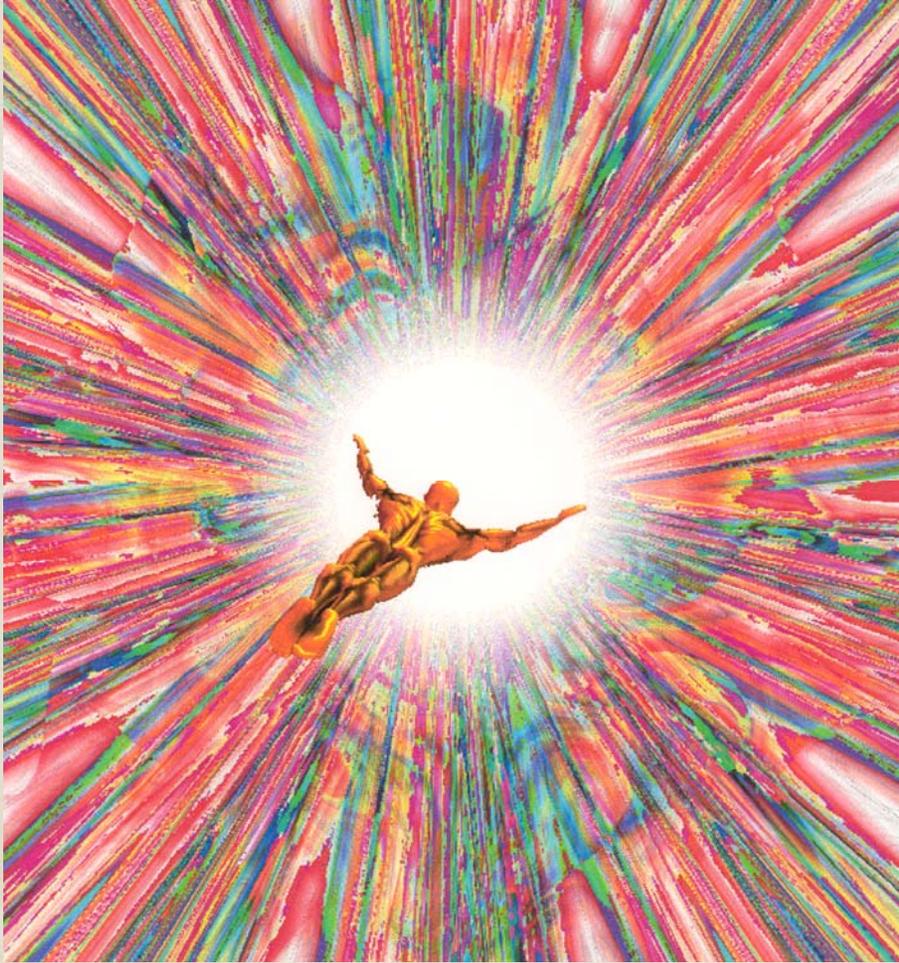
- The greatest fear of any parent is having their child lose their life.
- Alcohol-related motor accidents remains one of the leading causes of death, particularly among young people.

Recognizing Signs of Drug Use

- * Alcohol
- * Marijuana
- * Stimulants
- * Benzodiazepines
- * Club drugs
- * Hallucinogens
- * Inhalants
- * Opiates



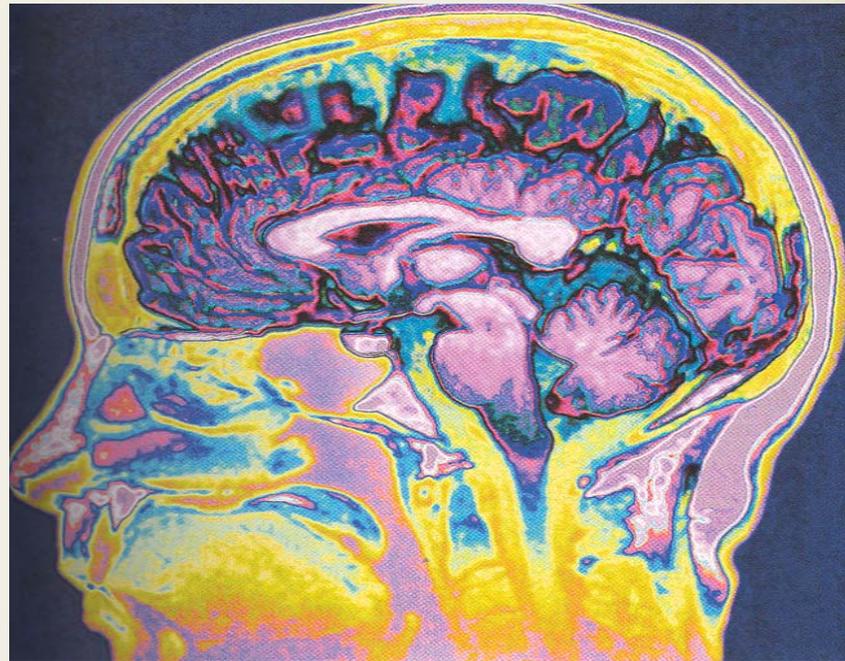
Whatever is Available



- Some people abuse just one drug, such as alcohol. Many people will use whatever substances are available to get them high, often combining several substances at once.
- It is often the combination of substances that causes overdoses.

Types of Drugs

- * Up – Meth,
Cocaine, Crack,
Ecstasy, Caffeine
- * Down – Heroin,
Pain Killers,
Tranquilizers
- * In – Marijuana,
LSD, Peyote,
Mushrooms
- * Out of Your Mind –
Paint, Aerosols
- * Out of Control -
Alcohol



Ups

Meth

Cocaine

Crack

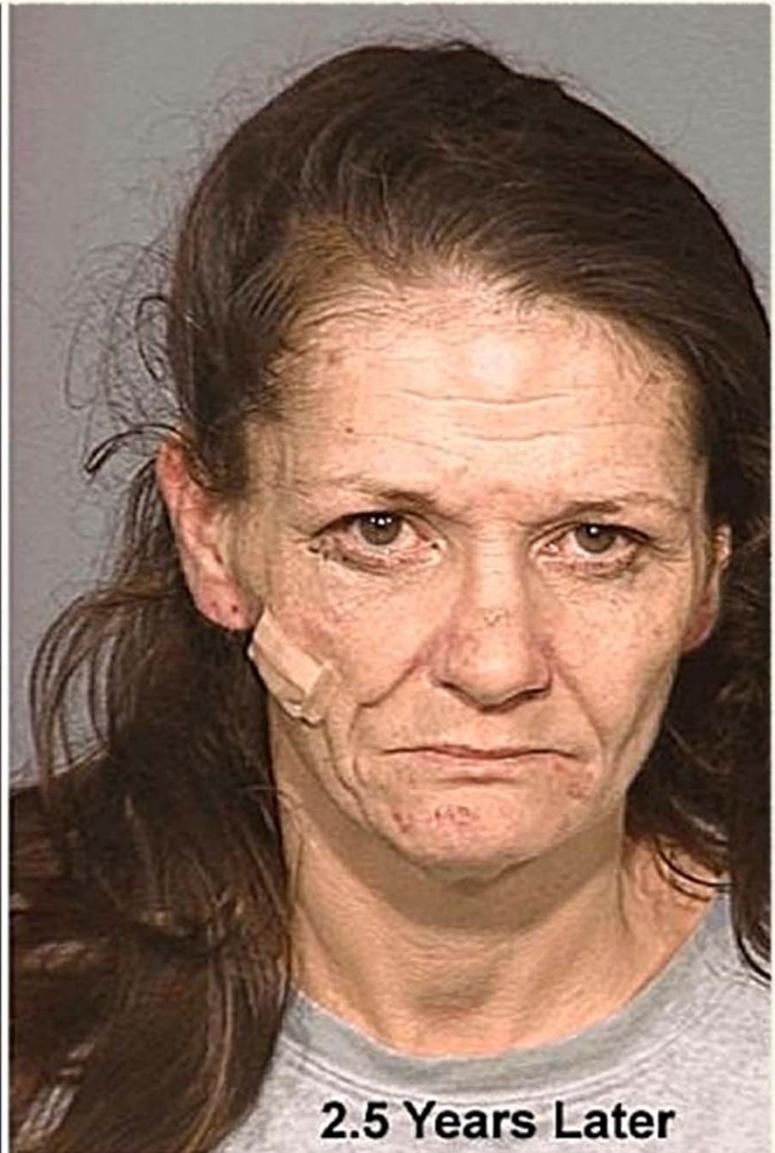
Ecstasy

Bath Salts

ADHD Stimulant
Medications

Caffeine





Meth

Downs

Heroin

Fentanyl

Methadone

Pain Killers

Anti-Anxiety Medications



Teens and Prescription Drugs

In 2013, 15% of high school seniors reported using a prescription drug for non-medical uses.

7% used the ADHD medication Adderall without a prescription.



Ins

Marijuana

Infused Marijuana
Products

Spice and K2

LSD

Magic Mushrooms

Peyote



Marijuana Use Among Teens

- * In 2013, 7% of 8th graders, 18% of 10th graders, and 22% of 12th graders smoked pot within the last month.
- * 6.5% of 12th graders smoke pot daily.
- * The good news is that fewer teens smoke cigarettes than smoke pot.

Legalized Pot in the West

Colorado, Nevada, and California will all have legalized the purchase of recreational marijuana. Some of that pot will travel across I-40.



Marijuana Grow House in Denver

Out of Your Mind

Paint

Magic Markers

Aerosol Sprays

Dust Off Computer
Cleaner



Out of Control

Beer

Liquors



Stages of Alcoholism

Early Stage

– Problem drinker, “functional alcoholic”, primarily affects marriage and family

Mid-Stage

_ DUI’s and divorces. Still covers it up at work.

Late Stage

_ Ruined careers, loss of hope, no more denial

Pre-Employment Psychological Testing for Police and Firefighters

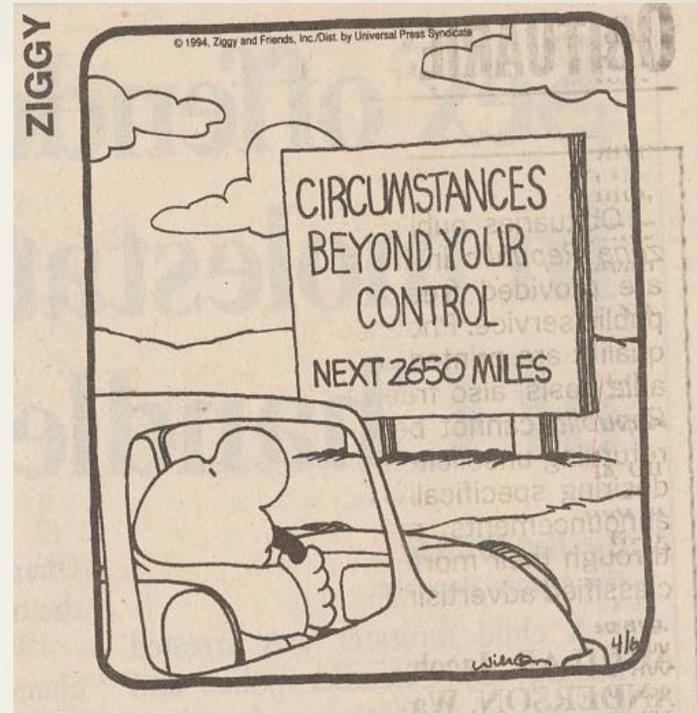
- Flagstaff Counseling Center does psychological testing for police and firefighter applicants. We have always used the MMPI-2-RF psychological test and a structured interview. Now we are adding the SASSI-4 test for firefighters to evaluate substance abuse before employment. The Inwald Personality Inventory-2 evaluates possible substance abuse problems for law enforcement applicants.

Time to Clean Up Your Act



Deciding to Get Help

- You don't have to be certain that alcohol or drug abuse is the main problem.
- You just have to know that things are out of control and help is needed.



Getting Help for Employees



- Confront a troubled employee with caring.
- Don't diagnose or lecture. Just let the person know that you have observed changes in their work performance and it may be related to alcohol or drug use.

Breaking the Secrecy



- All addictions thrive in secrecy. Counseling can help bring light into those dark places.

Getting Help for Families

- Make an appointment with a counselor at your Employee Assistance Program, which is **Flagstaff Counseling Center**. Flagstaff Counseling Center offers twelve free sessions per year for City of Flagstaff employees and families.
- The counselor can help you decide the best strategy to help yourself or someone else. Individual, marriage, and family counseling is confidential.

Community Resources

- Inpatient treatment is detoxification in a hospital.
- Outpatient treatment is individual or group counseling in an office or hospital. Flagstaff Medical Center, The Guidance Center and Southwest Behavioral Health offer intensive outpatient programs.
- Rehabilitation is living in a halfway house or community treatment center. Back2basics is a rehab program for young men with addictions.
- Alcoholics Anonymous and Narcotics Anonymous are free, confidential self-help programs. They are based on the Twelve Steps of spiritual recovery.

Regaining Wellness

- * Abuse and addiction is all about making a substance the center of your life.
- * Wellness is all about making your life balanced and whole again.

