

August 2011

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Advantage EAP expands hours in the New River Valley!!!

Advantage EAP has additional hours in Radford at 22 Montgomery Street. Call 1-800-699-9396

Online Resources may be found at the bottom of this newsletter.

Substance Abuse



Alcohol and drug abuse can interfere with an individual's ability to find employment and be a productive, valuable member of the workforce. Understanding the issue of substance abuse and knowing the facts about addiction, treatment and recovery provides a solid foundation from which to build drug-free workplace policies and programs. It also aids in effectively working with job seekers whose alcohol or drug abuse presents barriers to successfully securing and maintaining employment.

Addiction

Addiction is a chronic, progressive, relapsing disorder characterized by compulsive use of one or more substances that results in physical, psychological, or social harm to the individual and continued use of the substance or substances despite this harm. Addiction has two possible components, physical dependence and psychological dependence:

Physical dependence – A state of becoming physically adapted to alcohol or other drugs. There are two important aspects to physical dependence:

- Tolerance – The need for higher and higher doses to achieve the same effects.
- Withdrawal – The appearance of physical symptoms (e.g., nausea, chills, and vomiting) when someone stops taking a drug too quickly.

Psychological dependence – A subjective sense of need for alcohol or other drug, either for its positive effects or to avoid negative effects associated with no use.

Locations:

2727 Electric Road, Ste 100
Roanoke, VA 24018

200 Professional Park Drive
Unit 1
Blacksburg, VA 24060

Alleghany Regional Hospital
1 ARH Lane, Room 529
Low Moor, VA 24457

22 Montgomery Street
Radford, VA 24141

Contact Us:

Hours: Monday – Friday, 8:30-5:00pm. Evening hours are available on a limited basis.

(540) 989-6605 or 800-699-9396

Nights and weekends call
RESPOND:

(540) 776-1100 or 800-541-9992

Advantage EAP does not necessarily endorse any products or services mentioned

Substance Abuse

What is enabling?

Any action by another person or an institution that intentionally or unintentionally has the effect of facilitating the continuation of an individual's addictive process. Examples of enabling behavior include:

Covering up – Providing alibis, making excuses, or doing an impaired coworker's work rather than allowing it to be known that he or she is not meeting his or her responsibilities.

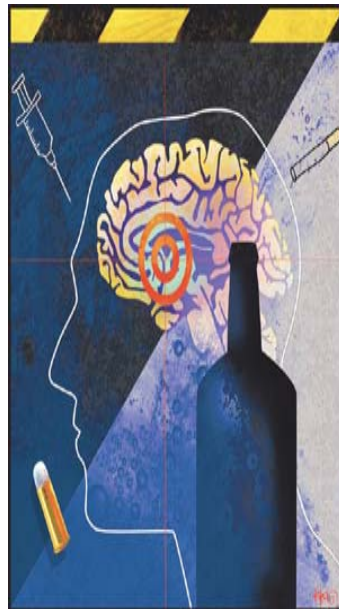
Rationalizing – Developing reasons why the person's continued use is understandable or acceptable.

Withdrawing – Avoiding contact with the person with the problem.

Blaming – Getting angry at the individual for not trying hard enough to control his or her use.

Controlling – Trying to take responsibility for the person's use by throwing out his or her drugs or cutting off the supply.

Threatening – Saying that you will take action (e.g., turning the person in) if he or she does not control his or her use, but not following through when he or she continues to use.



What are the typical signs of addiction?

Emotional – Aggression, anxiety, burnout, denial, depression, and paranoia.

Behavioral – Excessive talking, impaired coordination, inability to sit still, irritability, lack of energy, limited attention span, poor motivation, slow reaction time, and slowed or slurred speech.

Physical – Chills, the smell of alcohol, sweating, and weight loss.

Advantage EAP

We have several clinicians on staff that have specialized training in the diagnosis and treatment of substance abuse.

Or visit our website at:
www.psychhealthroanoke.com

Or our Blog at:
<http://psychhealthroanoke.blogspot.com/>

Addiction Treatment

There are a number of science-based treatment approaches that can be used as part of a comprehensive treatment program. The general approach to addiction treatment can be described as breaking a big task into manageable bits. Counseling, medication, and support groups are all important pieces to the treatment puzzle.

Drug addiction is a complex illness- however it is treatable. One must remember that no one single treatment is right for everyone and a plan must be customized to the individual.

Counseling—individual and/or group—and other behavioral therapies are the most commonly used forms of drug abuse treatment.

Advantage EAP is a benefit provided by your employer. There are counselors with Advantage EAP who have the training and experience to help with these issues.

Please contact your Advantage EAP at:

(540) 989-6605 or 800-699-9396

Resources from this newsletter:

- 1) National Institute on Drug Abuse:
<http://www.nida.nih.gov/nidahome.html>
- 2) Treatment Options:
<http://www.drugabuse.gov/infofacts/treatmeth.html>
- 3) Addiction and Tolerance:
<http://www.dol.gov/asp/programs/drugs/workingpartners/sabb/addiction.asp>
- 4) Drug Free Workplace:
<http://www.dol.gov/asp/programs/drugs/workingpartners/dfworkplace/dfwp.asp>
- 5) Drug Free Workplace Kit:
<http://workplace.samhsa.gov/WPWorkit/index.html>