



October 2009

In This Issue

- Drug-Free Workplace
- The Statistics and Facts
- How Drug-Free Environments Help and the Effects on Business
- What is Addiction (Dependence)?
- Getting Help

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

Drug-Free Workplace



As National Drug-Free Work Week begins October 19-25 we would like to touch on the positives of a drug free environment.

Drug-free workplace programs help protect employers and employees alike from the potentially devastating consequences of worker alcohol or drug abuse.

The Statistics and Facts¹

According to recent research:

- 75 percent of the nation's current illegal drug users are employed—and 3.1 percent say they have actually used illegal drugs before or during work hours.
- 79 percent of the nation's heavy alcohol users are employed—and 7.1 percent say they have actually consumed alcohol during the workday.

Although drug and alcohol problems tend to affect a variety of industries, the problem is more prevalent in industries traditionally dominated by males, and industries with a large number of young workers tend to experience higher drinking problems than those industries with a broader age demographic.

How Drug-Free Environments Help and the Effects of on Business

Drug-Free workplace programs can help to improve worker safety and health. The goal of drug-free workplace polices is to help prevent impairment and improve safety by setting standards and holding workers accountable.¹

Substance Abuse also can have big effects on business.

- Workers who reported alcohol or drug use is more likely to have skipped work more than two days in the past month. They are also more likely to miss work due to illness or injury.²
- There is also evidence that co-worker job performance and attitudes are also negatively affected.²

What is Addiction (Dependence)³?



Addiction is a chronic, progressive, life-threatening, often relapsing, but treatable 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 such as 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.

Not everyone who uses alcohol or drugs ends up addicted, although there is no way to tell. If you or someone you know is using or abusing drugs it is imperative that that person receive help. Drugs can not only be harmful through immediate affects, but also to a person's general health over time.

Getting Help

It is important that as an employee you know and understand your company's drug and alcohol policies. If you or someone you know is struggling with drug or alcohol problems it is important to seek help! As your Advantage Employee Assistant Program, Psychological Health-Roanoke can offer you that help. We offer confidential support and counseling services to employees who find themselves in stressful or trying situations, especially those related to drug and alcohol abuse.

Many of our counselors offer specialized treatment including:

- Ron Salzbach, LCSW, Certified Substance Abuse Counselor
- Cathy Taylor, Psy.D., Substance Abuse Professional For DOT
- Charles Finn, LPC
- David Meshorer, Ph.D.

Please call 540) 989-6605 or 800-699-9396

Nights and weekends call RESPOND:

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

Or Visit our website at: www.psychhealthroanoke.com

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.



References:

1. United States Department of Labor,
<http://www.dol.gov/asp/programs/drugs/workingpartners/dfww-associations.asp>
 2. Larson, S.L., Eyerman, J., Foster, M.S., and Gfroerer, J.C. (2007). *Worker Substance Use and Workplace Policies and Programs* (DHHS Publication No. SMA 07-4273, Analytic Series A-29). Rockville, MD: Substance Abuse and Mental Health Services Administration, Office of Applied Studies.
 3. Drug-Free Workplace,
<http://www.untah.net/districtoffice/hrdocs/training/08-09%20Trainings/Drug%20Free%20Workplace%20Pamphlet%202008-2009.pdf>
-