

The background features abstract, overlapping green geometric shapes, primarily triangles and polygons, in various shades of green, creating a modern, layered effect.

Chapter 23-IFPO-CPO

Substance Abuse

Purpose

According to statistic from the National Institute on Drug Abuse, 75% of adult drug users work, resulting in billions of dollars in lost productivity. Achieving a drug free workplace with strict guidelines alerts employees that their substance abuse action on the job will not be tolerated.

Key Terms

- ▶ Poly Drug Abuser
- ▶ Absenteeism
- ▶ Workers compensation
- ▶ Drug Dependency
- ▶ Physical Dependency
- ▶ Attrition

Some facts

- ▶ Leading cause of crime, health problems, and child abuse.
- ▶ According to the World Health Organization, there are:
 - ▶ 2 billion Psychoactive substances
 - ▶ 1.3 billion smokers, and
 - ▶ 185 million illicit drug users.
 - ▶ It was estimated to be responsible for 12.4% of all annual deaths worldwide
 - ▶ Poly Drug Abuser: Use more than one drug
 - ▶ 10-20% of workplace
 - ▶ 20% of 18-25 year old use at work

Substance Abuse

Substance abuse refers to: the use, usually self administered, of any psychoactive drug (effects the brain), in a manor that deviates from the approved legal, medical or social patterns, within a given culture.

A drug is: any substance that by its chemical nature alters the structure or function of a living organism.

Tangible Costs

1. **Decreased productivity** — they are 25% less productive.
2. **Accidents** — they are three to four times more likely to have an accident on the job. Fifty percent of all accidents are attributable to substance abusers. Forty percent of industrial accidents resulting in fatality are linked to alcohol consumption and alcoholism.
3. **Absenteeism** — is frequent or habitual absent from work, they are absent four times more often. Also, they are more likely to be away from their assigned locations during regular work hours.
4. **Theft** — they are responsible for 50 to 80% of employee thefts.
5. **Workers compensation** — is a form of insurance providing wage replacement and medical benefits to employees injured in the course of employment they are five times more likely to file a worker's compensation claim.
6. **Health care costs** — they use medical benefits five times more often, and the family members of substance abusers generally have higher than- average health care claims

Intangible Costs

1. Morale problems
 2. Intimidation of managers and employees
 3. Wasted supervisory time
 4. Overtime costs
 5. Grievance costs
 6. Training and replacement costs
 7. Decreased quality of products and services
- *To overcome: policy, training, employee assistance programs, security and drug testing.*

Drug abuse motivation

Early drug use may be a result of

1. peer pressure
2. low self-esteem
3. insecurity
4. boredom

Initial use is usually reinforced as a result of:

- (1) pleasant effects,
- (2) a perceived control over the drug,
- (3) peer acceptance and recognition, and
- (4) myth and misinformation.

- *Immediate results with only temporary gratification.*

Drug dependence issues

Drug Dependency: is a disease with intangible causes, signs and symptoms. May be physical or psychological. Follows a predictable course, loss of normal functions and outcome.

1. Experimental

- ▶ Peer pressure

Physical Dependency: *a person cannot function with out the use of a drug.*

2. Primary — it is not simply the symptom of some other problem(s); it is in itself the problem.
3. Contagious — it attracts others who are vulnerable.
4. A family disease — it affects entire families, not just the individual abuser.
5. Chronic — it is difficult to control, is quite often recurring, and although treatable, it is incurable.
6. Fatal — it takes hundreds of thousands of lives annually.

Substance abuse problems in the workplace

1. Denial
2. Mixed messages
3. The “harmless” theory
4. Drug use is controllable by the user
5. The problem is viewed as controllable through attrition.

Attrition: a reduction in the number of employees or participants that occurs when people leave because they resign, retire, etc., and are not replaced

Issues in the workplace

1. Appear for work under the influence of drugs and will be openly and obviously impaired, or intoxicated and unfit for duty.
2. Possess and use drugs on the job. *Although they are impaired, it will not be evident.*
3. Sell or otherwise distribute, or transfer illegal drugs or legal drugs illegally, while on the job.
4. Display impairment due to the residual effects of drugs taken hours or even days prior to coming to work. These effects may include emotional outbursts, personality changes, irritability, combativeness, memory problems, and the inability to complete assignments.
5. Have codependent loved ones working at jobs where they will be less productive.

Any information about employee abuse should be forwarded to management

Signs and Symptoms

1. Observation-plain view
2. Suspicious activity
3. Odors
4. Abnormal Behavior

Industry Response:

Components of Drug Free workplace

1. Policy development
2. Training and education
3. Employee assistance
4. Drug testing
 - a. *Urinalysis is the most common*
5. Security measures
 - ▶ Investigate: overt and covert
 - ▶ Conduct surveillance
 - ▶ Watch for theft
 - ▶ Conduct interviews
 - ▶ Conduct searches

Most prevalent drugs in the workplace

In order to significance:

1. Alcohol
2. Cannabis
3. Stimulants
4. Depressants
5. Narcotics
6. Hallucinogens

Terms

1. Tolerance: your body gets use to the dose and requires larger doses.
2. Withdrawal: Symptoms that occur when use stops abruptly.
3. Potentiation: Use of two or more depressant drugs
4. Lookalike Drug: Manufactured to look like a drug

Positive signs of abuse

1. Presence of drug paraphernalia
2. Physical signs
 - ▶ Needle tracks
 - ▶ Dilated or constricted pupils
3. Behavior
4. Drug Testing

Marijuana is the most abused drug in the workplace and with nicotine are both considered a gateway drug.

Category	Examples	Examples of General Effects
Alcohol	beer, wine, spirits	impaired judgement, slowed reflexes, impaired motor function, sleepiness or drowsiness, coma, overdose may be fatal
Cannabis	marijuana, hashish	distorted sense of time, impaired memory, impaired coordination
Depressants	sleeping medicines, sedatives, some tranquilizers	inattention, slowed reflexes, depression, impaired balance, drowsiness, coma, overdose may be fatal
Hallucinogens	LSD (lysergic acid diethylamide), PCP (phencyclidine), mescaline	inattention, sensory illusions, hallucinations, disorientation, psychosis
Inhalants	hydrocarbons, solvents, gasoline	intoxication similar to alcohol, dizziness, headache
Nicotine	cigarettes, chewing tobacco, snuff	initial stimulant, later depressant effects
Opiates	morphine, heroin, codeine, some prescription pain medications	loss of interest, "nodding", overdose may be fatal. If used by injection, the sharing of needles may spread Hepatitis B, or C and HIV/AIDS.
Stimulants	cocaine, amphetamines	elevated mood, overactivity, tension/anxiety, rapid heartbeat, constriction of blood vessels