

Reasonable Suspicion

Presented by: Katie Zaugg, LPC, CADDC I

QUIZ
TIME

Which one of the following functions is affected first by drinking alcohol?

- muscular coordination
- breathing
- judgment
- speech

What does “blood alcohol concentration (BAC)” mean?

- percentage of alcohol in a person’s bloodstream
- ounces of alcohol in a given time period
- a level of alcohol in the blood that causes intoxication
- all of the above

The body organ responsible for breaking down and getting rid of alcohol is the

- liver
- brain
- intestine
- stomach

Tolerance to alcohol and drugs results in the need to:

- Use more alcohol or drugs to get the same effect
- Use less alcohol or drugs to get the same effect
- Combine other drugs with alcohol to get the effects
- None of the above

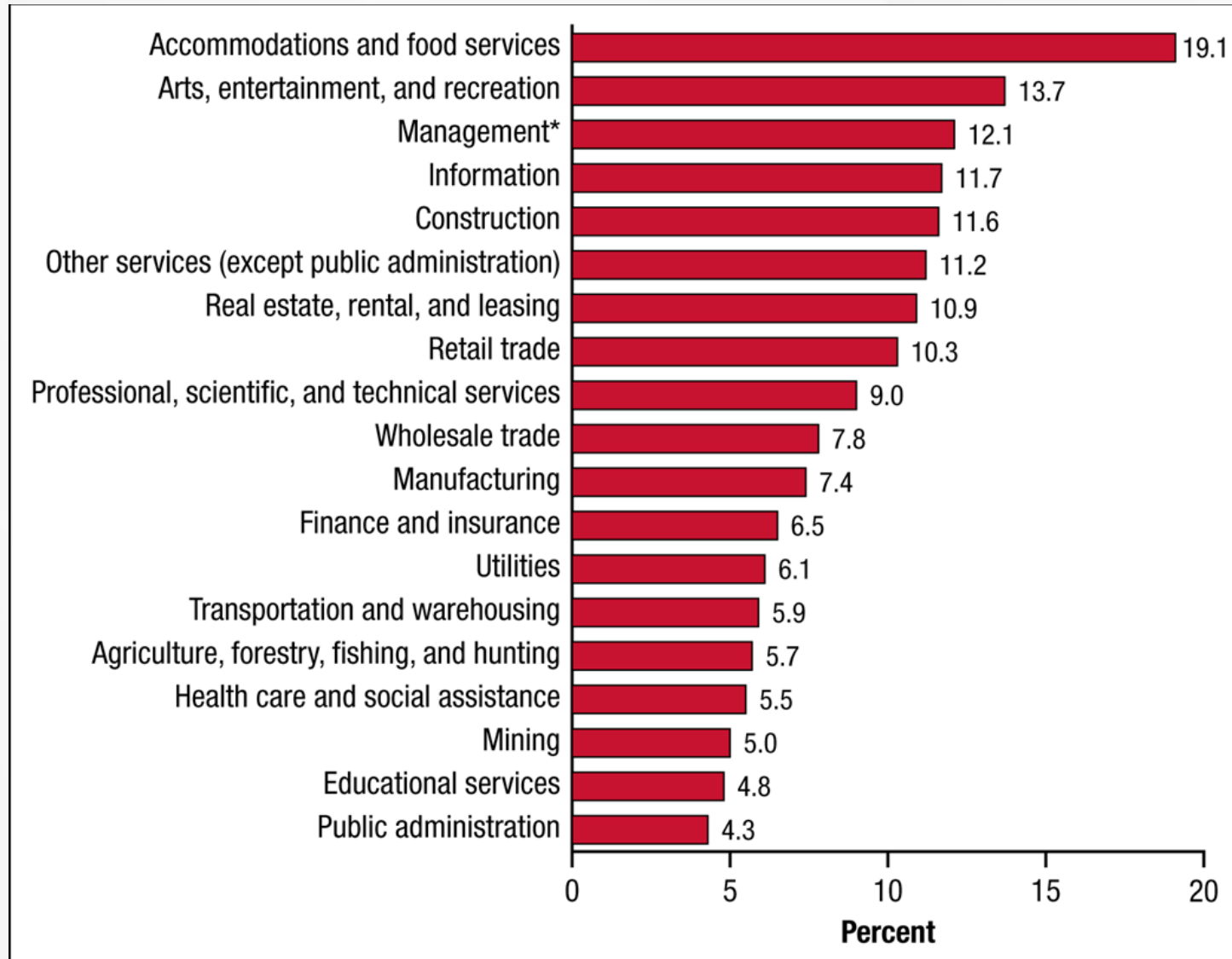
“Amotivational Syndrome” often is attributed to

- Alcohol
- Marijuana
- Cocaine
- Tranquilizers

Weight loss, insomnia, aggression, paranoia, anxiety, hysteria and hallucinations are some of the symptoms of

- alcohol
- methamphetamines
- cocaine
- tranquilizers

Illicit drug use by occupation

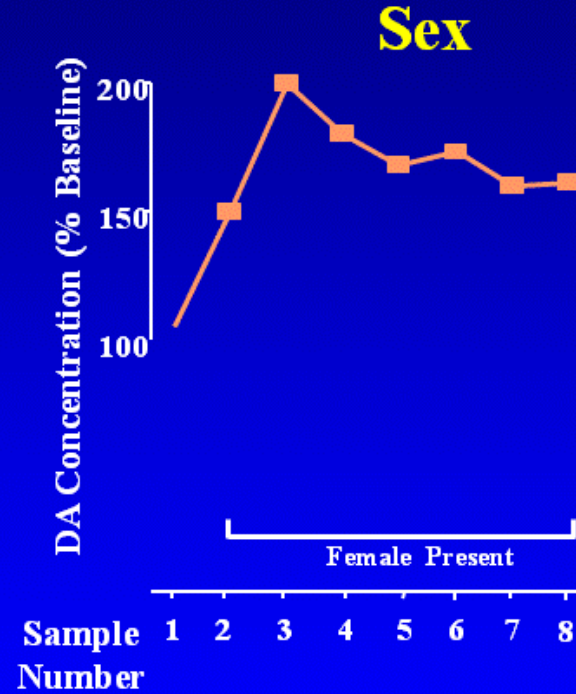
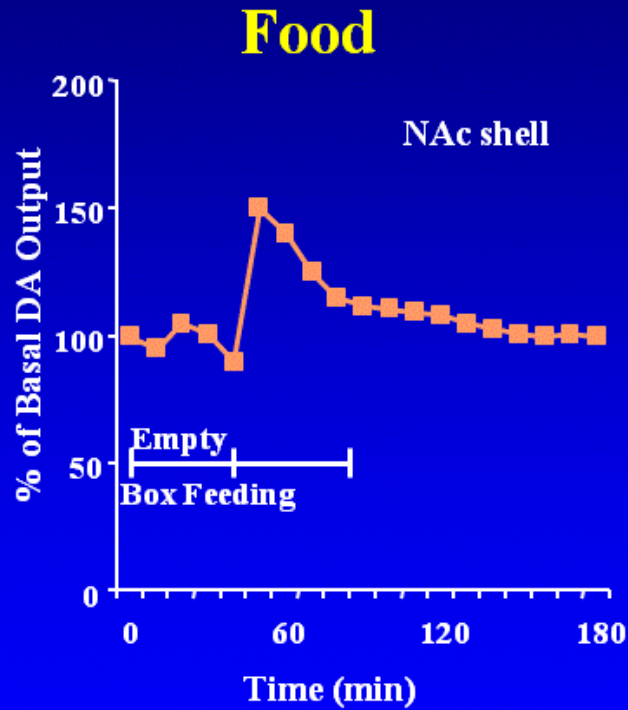


Drug categories

- **Depressants:** alcohol, benzodiazepines
- **Stimulants:** methamphetamines, cocaine, crack
- **Cannabis:** marijuana, edibles, hash oil
- **Opioids:** heroin, opiate pain medications
- **Tobacco:** smoking, chewing
- **Hallucinogens:** ecstasy, “shrooms”



Natural Rewards Elevate Dopamine Levels

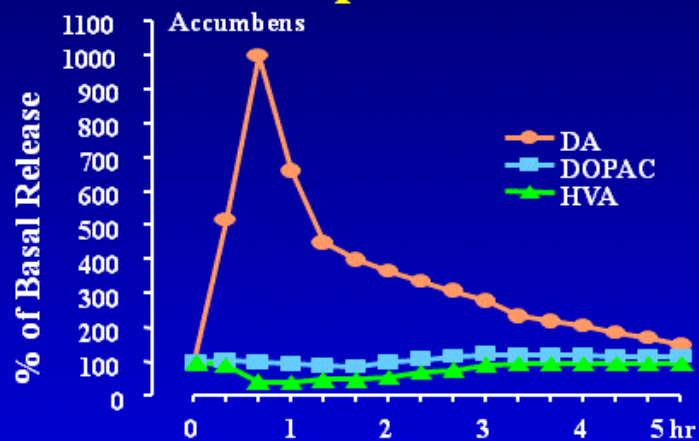


Di Chiara et al., Neuroscience, 1999., Fiorino and Phillips, J. Neuroscience, 1997.

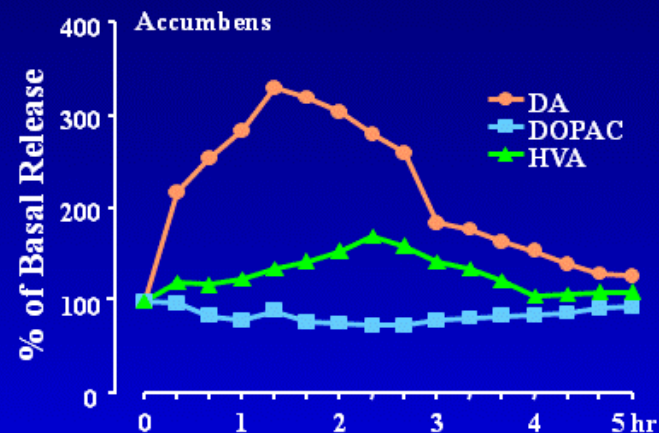
NIDA

Effects of Drugs on Dopamine Release

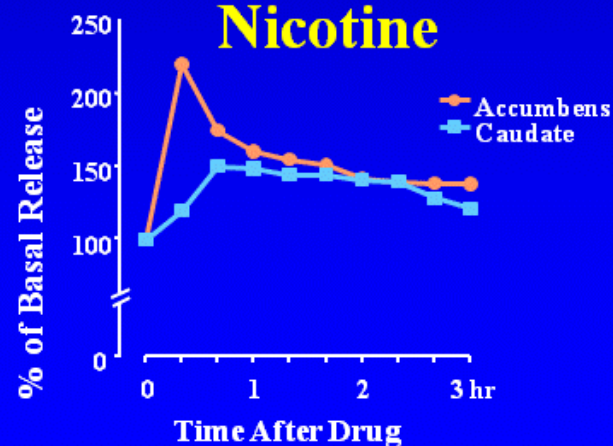
Amphetamine



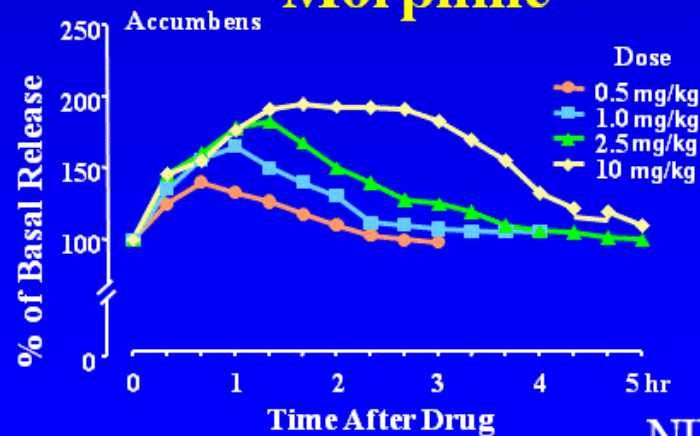
Cocaine



Nicotine



Morphine

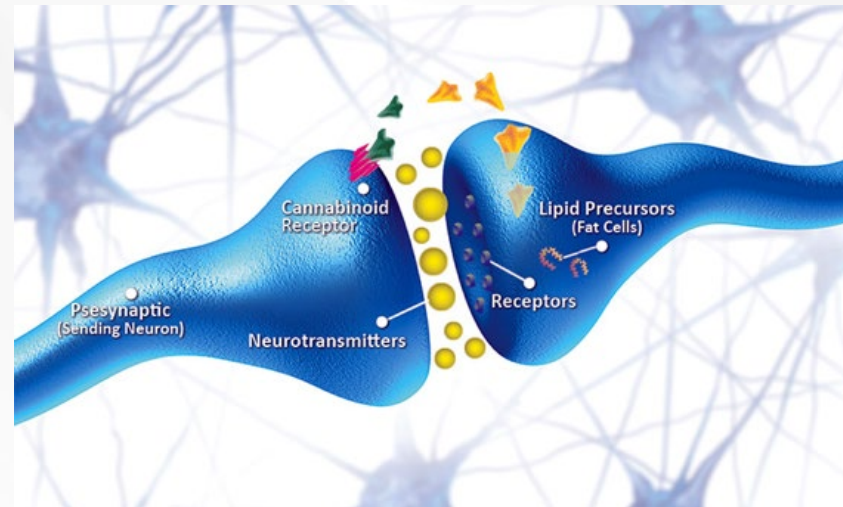


Di Chiara and Imperato, PNAS, 1988

NIDA

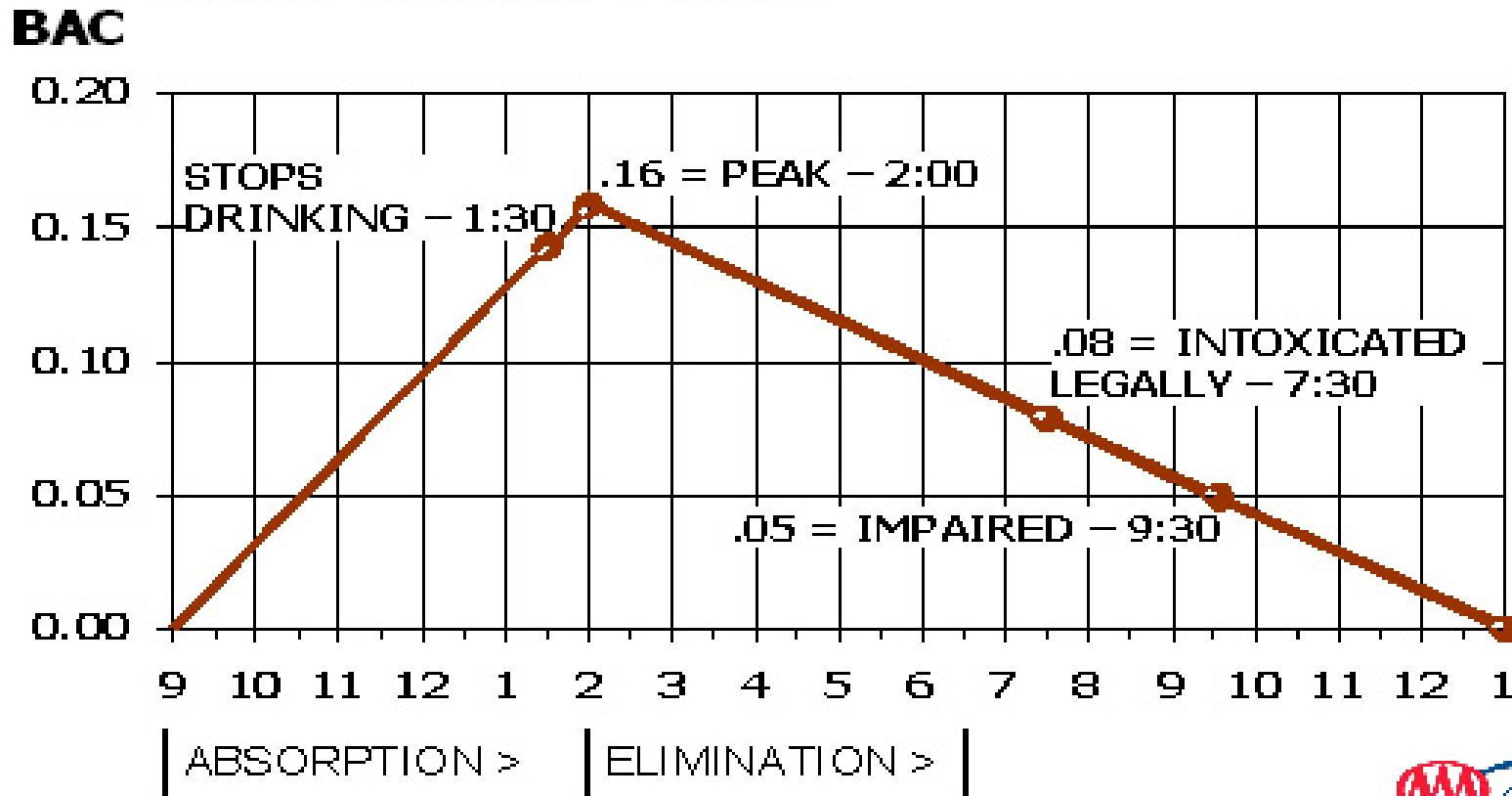
Effects of drugs

- We know about the common effects of alcohol and other drugs as they are used/ingested.
- Withdrawal symptoms may be just the opposite of what you see during use.
- Combinations of drugs may look very different.



Elimination Rate

Elimination Rate



J1 H08

Elimination = .015% per hour



Marijuana Education

Can you smell marijuana when someone is smoking it with a vape pen?

- Yes
- No



Butane Honey Oil

- “These extracts can deliver extremely large amounts of THC to the body, and their use has sent some people to the emergency room. Another danger is in preparing these extracts, which usually involves butane (lighter fluid). A number of people have caused fires and explosions and have been seriously burned from using butane to make extracts at home.”



Bell C, Slim J, Flaten HK, Lindberg G, Arek W, Monte AA. Butane Hash Oil Burns Associated with Marijuana Liberalization in Colorado. *J Med Toxicol Off J Am Coll Med Toxicol*. 2015;11(4):422-425. doi:10.1007/s13181-015-0501-0. Romanowski KS, Barsun A, Kwan P, et al. Butane Hash Oil Burns: A 7-Year Perspective on a Growing Problem. *J Burn Care Res Off Publ Am Burn Assoc*. 2017;38(1):e165-e171. doi:10.1097/BCR.0000000000000334.

Marijuana Education

- Gateway drug and is addictive
- Effects: memory, body movement, thinking, problem-solving, mood, hallucinations, altered senses and sense of time, breathing problems
- Between 9 and 30 percent of those who use marijuana may develop some degree of marijuana use disorder
- People who begin using marijuana before age 18 are four to seven times more likely than adults to develop a marijuana use disorder
- When people develop a tolerance to marijuana, they may move on to Keif hash or butane honey oil



Is it possible to test positive for THC when only taking CBD?

- Yes
- No

CBD versus THC

- CBD is a Schedule I substance and is illegal under federal law.
- It is possible that using CBD can lead to positive THC level on drug screens.
 - CBD products could have more THC than the label claims
 - over time, the small amounts of THC allowed in CBD products could build up in the body to detectable levels
 - To increase the likelihood that a product doesn't have more THC than claimed, look for a manufacturer that can provide a Certificate of Analysis, or COA, for its product.



<https://www.consumerreports.org/cbd/can-you-take-cbd-and-pass-a-drug-test/>

Second Hand Smoke

- With general THC levels being 25% and up, some of the wax/oils being as high as 80% or above, how vaping is impacting THC use...in a poorly ventilated area, she thinks it is possible for this to happen.
- Most of the studies saying positive drug test from second hand smoke is not possible, were done years ago when the THC levels were much lower.

Tamara Cagney (an expert on DOT and SAP regulations)



Addiction IS a disease.

This does not in any way excuse responsibility. Just as with every other disease, diagnosis requires adherence to a treatment plan. Designating addiction as a disease is not a 'free pass.'

In fact, it establishes expectation. Recovery, though difficult, is attainable.

~Sandy Swenson, author of 'The Joey Song'

DSM Diagnosis Criteria

- Taking the substance in larger amounts or for longer than you meant to
- Wanting to cut down or stop using the substance but are unable to
- Spending a lot of time getting, using, or recovering from use of the substance
- Cravings and urges to use the substance
- Failing at work, home, or school because of substance use
- Continuing to use, even when it causes problems in relationships
- Giving up important social, occupational, or recreational activities
- Using substances again and again, even when it puts you in danger
- Physical or psychological problem made worse by the substance
- Needing more of the substance to get the effect you want (tolerance)
- Withdrawal symptoms

Diagnosis criteria continued

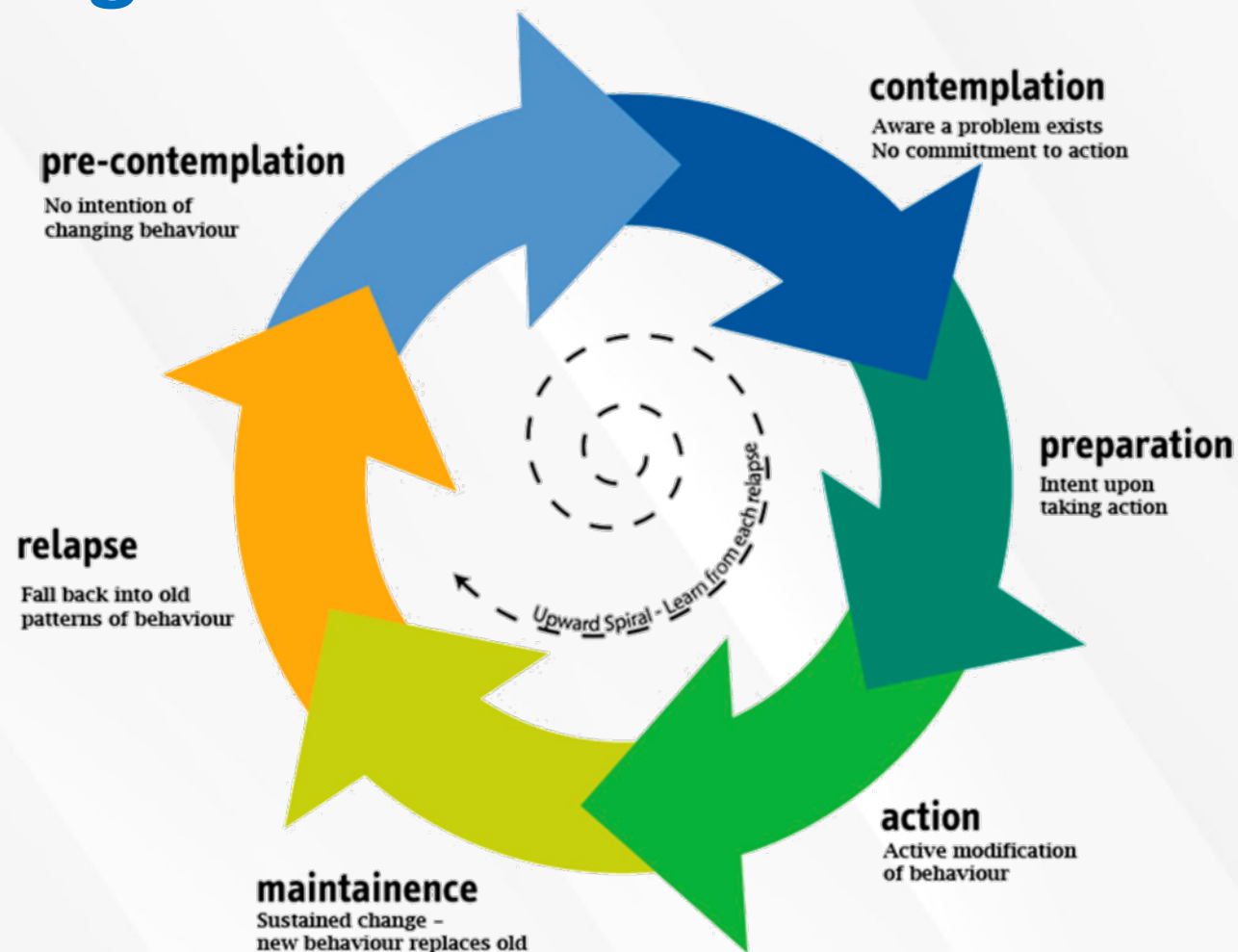
- 2-3 symptoms = mild substance use disorder
- 4-5 symptoms = moderate substance use disorder
- 6 or more = severe substance use disorder

Levels of treatment

- Community support groups
- Education
- Counseling
- Level I Outpatient treatment
- Level II Intensive Outpatient treatment
- Level III Inpatient/detox treatment



Stages of change



Transtheoretical Model of Change
Prochaska & DiClemente

THE COST OF DRUG ABUSE IN THE WORKPLACE

Drug abuse can affect workplace attendance, productivity, and healthcare costs. How much does drug abuse cost U.S. Employers?

\$81 BILLION PER YEAR

Researchers estimate that lost work, healthcare costs, and lost productivity cost businesses \$81 billion dollars every year!

\$81 BILLION



\$25.5 BILLION



LOST PRODUCTIVITY

Lost productivity and absenteeism at work due to drug abuse costs employers an estimated \$25.5 Billion each year.

HEALTHCARE COSTS

Healthcare costs associated with drug abuse cost an estimated \$25 Billion dollars every year.

\$25 BILLION



80 PERCENT



WORKPLACE THEFT

A 1994 publication found that 80 percent of drug abusers supported their drug use by stealing from their work.

DRUG ABUSE AT WORK

It is estimated that 70 percent of Americans who use illegal drugs are currently employed in the workforce.

70%



Sources:

<https://www.dea.gov/resource-center/2016%20NDTA%20Summary.pdf>

<https://pubs.niaaa.nih.gov/publications/economic-2000/#updated>

<http://ehstoday.com/health/drug-abuse-costs-employers-81-billion-year>

Reasonable Suspicion

- Make sure you can answer the following questions:
 - Who do I contact if I have reasonable suspicion that an employee is under the influence?
 - Who must document the grounds for reasonable suspicion?
 - What should any coworker do who suspects another coworker of violating the policy?
 - What do I think is the purpose of reasonable suspicion testing?

What do all employees need to know?

- Who to contact with questions about the drug policy.
- Prohibited conduct.
- That they may be tested for drugs and alcohol.
- When and under what circumstances they will be tested.
- What testing procedures will be used.
- What constitutes a refusal to test.
- Consequences of a refusal to test.
- Information on the effects of drugs and alcohol on a person's health, work, and personal life.
- The signs and symptoms of drug use and alcohol misuse.
- The name and contact information of an individual or organization that can provide counseling and access to treatment programs (insurance and EAP).

What do you know about reasonable suspicion?

Why would asking an employee to take a reasonable suspicion test be difficult?

What Gets in the Way?

- Fears about retaliation or litigation
- Fears about offending someone, what if I'm wrong
- Sympathy/caring for employee
- Taking on the role of "the counselor"
- Too busy, it consumes time and energy
- Don't want to be the "bad guy"
- Not feeling supported by your boss
- Belief that it's not your business
- Not wanting to deal with employee's anger/hostility
- Don't have enough information
- Hoping they will go away...won't have to deal with this
- Not knowing or "wanting to know" policy
- Fear of losing loyalty

What is the purpose of reasonable suspicion?

Physical Signs

- Possession of substance
- Abnormal or erratic behavior
- Arrest for drug-related offense
- Verbal abusiveness
- Physical abusiveness
- Depression, mood swings, unresponsiveness
- Inappropriate verbal response to questioning or instructions
- Hallucinations, disorientation, euphoria, confusion
- Slurred or incoherent speech
- Unsteady gait, poor coordination
- Dilated or constricted pupils, unusual eye movement
- Bloodshot or watery eyes
- Extreme fatigue or sleeping on the job
- Excessive sweating or clamminess to the skin
- Flushed or very pale face
- Nausea or vomiting
- Odor of alcohol
- Odor of marijuana
- Dry mouth
- Dizziness or fainting
- Shaking hands or body tremors/twitching
- Irregular or difficult breathing
- Runny nose and/or sores around nostrils
- Inappropriate wearing of sunglasses
- Puncture marks or “tracks”

Behavioral Signs

- Job performance
- Inconsistent work quality
- Poor concentration and lack of focus
- Lowered productivity
- Increased absenteeism
- Carelessness, mistakes or errors in judgement
- Needless risk taking
- Disregard for safety
- Frequent financial problems
- Avoidance of friends and colleagues
- Blaming others
- Deterioration of personal appearance or hygiene



Remember

For each symptom of drug use, there is an identical symptom of a physical or psychological disorder.

Notice, respond, document

...but...

Don't diagnose, don't assume, don't accuse, don't label

Communication

WORDS TO USE

Facts

- “Smell of alcohol”
- “I am concerned”
- “We/I/ company has a problem”
- “Medical concern”

WORDS TO AVOID

Opinions/Value Statement

- You have an alcohol problem
- You need help
- You have a problem
- Alcohol/Drug concern

Enabling

Shielding a person from experiencing consequences of their behavior

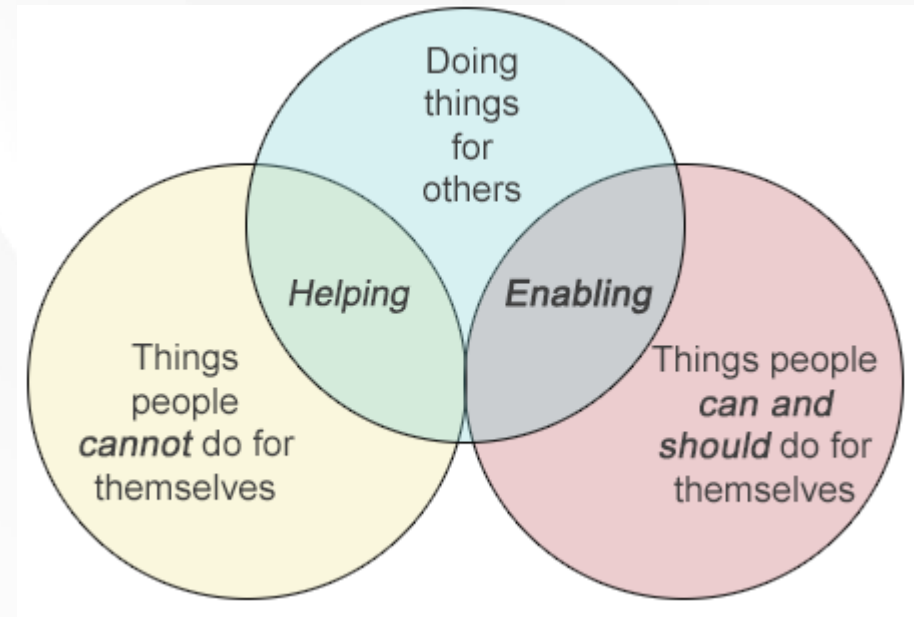
Examples of enabling behavior:

Rescuing

Caretaking

Passivity

Not enforcing company policy



Summary

- Review signs of reasonable suspicion often.
- Review your company's policy often.
- Educate employees.
- Pull them in to have a two-on-one conversation.
- Have someone else observe signs as well.
- Remove the employee from safety-sensitive areas.
- Document with neutral language, pointing out changes in normal behavior.
- Provide transportation.
- If applicable, send the employee for testing.
- Once the “intervention” takes place, the time for the negotiation is over. A course of action has already been decided and needs to be executed. **NO EXCEPTIONS!**
- Plan for if the test is positive or negative.

Scenario 1

- You observe that one of your employees has been behaving erratically. His hands are shaking, he is sweating, and he is pacing around. You sit down with the employee and he admits that he has used methamphetamine, says that he knows that he needs help and will call the EAP immediately to get connected with treatment. What do you do?

Scenario 2

- You hear a rumor that one of your new employees has been talking about smoking marijuana. When you ask the employee about it, they tell you that they used to smoke in college after recreational use became legal but say they have not smoked for six months. You see no behaviors that indicate that the employee is impaired, and she passed her pre-employment drug screen. What do you do?

Scenario 3

- An employee comes to you with concerns that yesterday she smelled alcohol on the breath of a coworker. She tells you that this is not the first time, but she hasn't wanted to say anything because she wasn't sure if it was really alcohol. She tells you she came forward because she had discussed her concerns with a third coworker who suggested she tell you what she observed. What do you do?

Harrison Summary of Services

- Intake / Assessment
 - Up to three sessions
 - In-person or virtual
- Crisis Counseling
- Work / Family / Life
 - Life Balance
 - Home Ownership Program
 - Identity Theft Services
 - Legal Consultations / Mediation
 - Financial Coaching
 - Tax assistance
 - Will Kit
- Cascade Member Only site

Questions?





Thank you for attending!

If you have any questions or would like additional information regarding services through your Employee Assistance Program please contact us at:

Phone: 800-433-2320

Text: 503-850-7721

www.cascadecenters.com