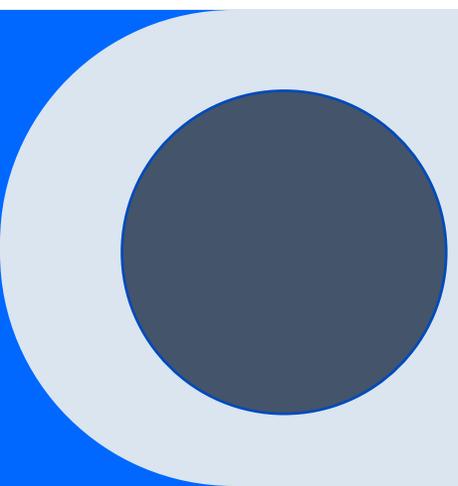


The Effects of Addiction in the Workplace

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Caron Treatment Centers



Agenda

1. Identify the warning signs of substance use and behavioral addictions that may impact employee performance and team dynamics.
2. Analyze the ethical considerations involved in addressing addiction-related issues in the workplace.
3. Apply best practices for developing and implementing supportive HR policies that balance compassion with accountability.
4. Demonstrate strategies for fostering a healthier, more productive workplace while supporting employees in recovery





Addiction Affects Everyone

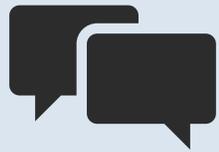
There is an overwhelming likelihood that you will be impacted by addiction at some point in your life

Language is Important

As a leader language is very important. Posturing, body language and other forms of communication can also impact an employee's ability to access help. One of the main attributes to whether someone accesses assistance often comes down to the individual's perception of how their boss will view their situations.



Addiction, dependence and substance use disorders



Language is important but can be confusing



These terms are often used as interchangeable



Substance Use is most accepted by professionals when talking with a person or referring to someone with a substance use disorder



I would encourage the use of this term when discussing substance use disorders

Stigmatizing Condition

- When talking to or about someone with SUD, make sure to use words that aren't stigmatizing.
- Use person-first language, which focuses on the person—not their illness. It focuses on removing words that define a person by their condition or have negative meanings. For example, “person with a substance use disorder” has a neutral tone and separates the person from his or her disorder.

LANGUAGE MATTERS!

SAY THIS	NOT THAT
- PERSON WITH A SUBSTANCE ABUSE DISORDER	- ADDICT, JUNKIE, DRUGGIE
- PERSON LIVING IN RECOVERY	- EX- ADDICT, STRAIGHT/CLEAN
- PERSON LIVING WITH AN ADDICTION	- BATTLING/SUFFERING FROM AN ADDICTION
- PERSON ARRESTED FOR A DRUG VIOLATION	- DRUG OFFENDER, JAILBIRD
- CHOOSES NOT TO AT THIS POINT	- NON-COMPLIANT, BOMBED-OUT
- MEDICATION IS A TREATMENT TOOL	- MEDICATION IS A CRUTCH
- HAD A SETBACK	- RELAPSED
- MAINTAINED RECOVERY	- STAYED CLEAN
- POSITIVE DRUG SCREEN	- DIRTY DRUG SCREEN

 pennsylvania
DEPARTMENT OF HUMAN SERVICES



Fact vs Fiction

Influenced views of addiction:

Uneducated

Financially depressed

Bad upbringing

Unemployed

Will never recover

What we have learned about addiction:

Addiction can happen to anyone

Educated

Old or young

Professionals of any kind

Good prognosis to recover



National Impact

- In 2016 the Surgeon General announced substance use disorders, commonly referred as addiction is one of Americas most pressing health concerns.
- A subsequent report identified that nearly **48.4 million people** aged 12 or older — roughly **16.8 % of the U.S. population**; 90 percent of those effected do not seek treatment.
- Over 16 percent of individuals are expected to develop a substance use disorder at some point in their lives.
- Many factors effect access to treatment including: stigmatization, lack of screening for use disorders, fear of shame and discrimination associated with addressing substance use disorders, lack of access to and costs of care, and fragmentation of services.



As employers, [...] my challenge to you is to think about how you can impact health beyond the walls of your office, beyond the factory.

JEROME ADAMS, MD
former Surgeon General of
the United States

Substances of Abuse

- Alcohol.
- Marijuana.
- Prescription medicines, such as pain pills, stimulants, or anxiety pills.
- Methamphetamine.
- Cocaine.
- Opiates.
- Hallucinogens.
- Inhalants.

Risk Factors

- Genetic Factors
- Social Factors
- Developmental Factors
- Adverse Childhood Experiences
- Mood and Anxiety Disorders
- Trauma

What is Substance Use Disorder

Substance use disorders occur when the recurrent use of alcohol and/or drugs causes clinically significant impairment, including health problems, disability, and failure to meet major responsibilities at work, school, or home.

- Repeated use leads to brain changes.
- Brain changes can be persistent and lead to obsession and uncontrolled cravings.
- Misconceptions: duration, amount, time, type, etc..
- Substance Use Disorders range in severity, duration, and complexity from mild to severe.



Degrees of Addiction



Mild



Moderate



Severe

Use, Abuse & Addiction



Use: Any consumption of alcohol or drugs



Gray drinking: Newer term used when there is awareness around using alcohol or other substances to cope or self medicate can lead to abuse



Abuse: Continued use even though there are associated problems impacting family, friends, work, education, functioning



Dependency: Dependence on alcohol or drugs forming an addiction that impacts the ability to stop

A Brain Disease



- Limbic System (Survival)
 - the basal ganglia (Reward), the extended amygdala (Fear), and the prefrontal cortex (Decision Making)
- Effects
 - Love, Affirmation, Pleasure, fight/flight, stress systems, judgement
- Creates
 - Behavioral Adaptation

Impacts on Business

Bottom Line

- Productivity
 - 30% loss
- Conflict
 - 30% direct conflict
- Absenteeism
 - 50% more time taken

Human Element

- Responsibility
- Duty
- Family/Colleague
- Compassion
- Integrity

8.6% of employees have a substance use disorder (SUD)
1/3 of working adults are currently being impacted by some ones SUD
79% of “heavy drinkers” are employed



Good For Business

Substance misuse and substance use disorders (SUDs) can be an expensive problem for employers. However, providing resources to assist workers with their SUD can be a very good investment.

Workers in recovery help employers **AVOID**
\$4,088
in turnover & replacement costs

Workers in recovery miss
13.7 days
LESS
per year
than workers with an SUD

Each employee who recovers from a substance use disorder
SAVES
a company over
\$8,500
on average



National Safety Council

<https://www.nsc.org/forms/substance-use-employer-calculator>

What should I do if I smell
alcohol on an employee's breath?

Company Guidelines

- 1) Organizational Policies
- 2) Legally Sensitive Areas
- 3) Recognize Potential Problems
- 4) Document
- 5) Act
- 6) Refer to Appropriate Response
- 7) Reintegrate

Recognition and Response

Recognition

- Absenteeism
- Frequent disappearances
- Unreliability
- Work performance
- Increase in accidents
- Confusion or concentration
- Personal appearance
- Physical signs

Response

- Address performance concerns directly
- Provide specific examples
- Solicit an explanation
- Accommodate medical leave if applicable

Observations of Concern

Physical Observation

- Cold sweats or have a racing pulse, nausea, vomiting, shaky hands...

Psychological Observation

- Anxiety, depression, hopelessness, personality changes...

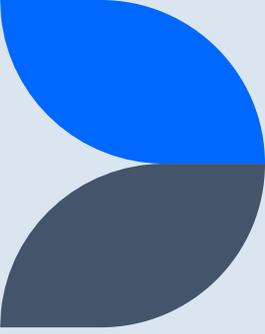
Emotional Observation

- Mood regulation, anger, stress tolerance, frustration...

Environmental Observation

- Lateness, unavailable, unproductive, scattered, relational issues...

Other Factors



Observations do not mean someone must have a Substance Use Disorder.

We live complex lives

- Grief and Loss

- Children

- Spouses

- Behavioral Health

Just because someone is displaying features associated with a Substance Use Disorder this does not automatically make them as having.

However, these are concerning observations that should be taken seriously.

Illness vs Impairment

Illness

- The existence of a disease
- Exists on a continuum (mild to severe)
- Can lead to impairment
- Early recognition and treatment can prevent impairment

Impairment

- Inability to perform specific activities
- Might be caused by an illness
- In those cases, treatment of the illness can resolve the impairment
- Impairment is a safety concern



Recovery Informed Organization

Become	Become aware and knowledgeable about the impact and consequences of substance use disorders and the experiences for individuals, families, and communities.
Evaluate and initiate	Evaluate and initiate use of appropriate substance use screening and assessment tools.
Implement	Implement interventions and policies from a collaborative, resiliency approach, appreciating the complexities of substance use.
Learn	Learn the core principles and practices that reflect being substance use informed.
Anticipate	Anticipate the need for specific substance use informed organizational strategies that support the individual's recovery.
Decrease	Decrease the stigmatization that can occur from cultural bias and organizational misunderstand.
Evaluate and build	Evaluate and build a substance use-informed organization and workforce.



Core Principles

Core principles and practices that reflect substance use informed organizations:

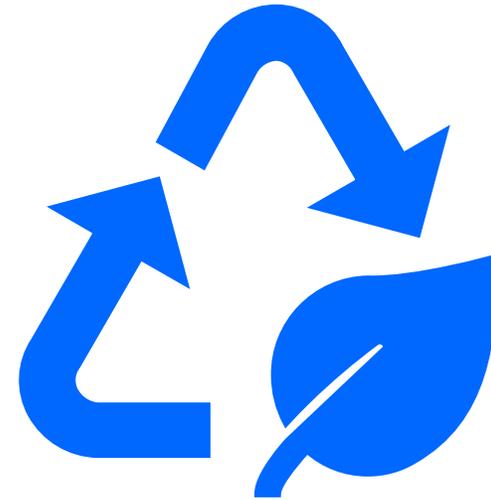
Safety – emotional as well as physical e.g. is the environment welcoming?

Trust – is the organization sensitive to people's needs?

Collaboration – do you communicate a sense of inclusion?

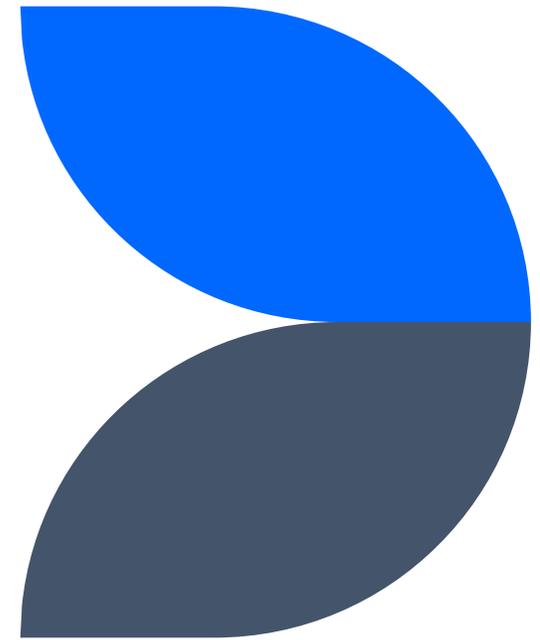
Empowerment – is empowering people a key focus?

Respect for Diversity – do you respect diversity in all its forms?



Think About...

There are nearly 50 million individuals suffering with a substance use disorder in America at any given time. There are also more than 25 million Americans in recovery from a substance use disorder at any given time. It is documented that over 75% of those suffering with a substance use disorder will recovery at some point in their lives if they engage treatment at some point. There is no time like the present to help those around us start to live a more fulfilled and joy-filled life.





Thank you

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