

Drug Free Workplace

Wilson County Government 2012

Learning Objectives

- Wilson County Policy
- Highlight Violations of Policy
- Drug Testing
- Effects of Drug Use
- Recognizing Behaviors
- Free Resources
- Take Away Points



Message to Employees

Alcohol and drug use in the workplace is prohibited

Wilson County Cares about your well being and safety

We encourage all employees who have problems with alcohol or other drugs to voluntarily seek help.

Violations of Our Policy

- Use, possess, sell, trade, offer for sale or offer to buy illegal drugs or otherwise engage in the illegal use of drugs on or off the job.
- Report to work under the influence of or while possessing illegal drugs in his or her body, blood or urine in ANY detectable amount.
- Report to work under the influence or impaired by alcohol or to engage in the use of alcohol during work hours.
- Use prescription drugs **ILLEGALLY**, i.e. to use prescription drugs that have not been legally obtained or in a manner or for a purpose other than as prescribed. (Note that this policy in **NO WAY** precludes the appropriate use of legally prescribed medication).

Conditions of Policy

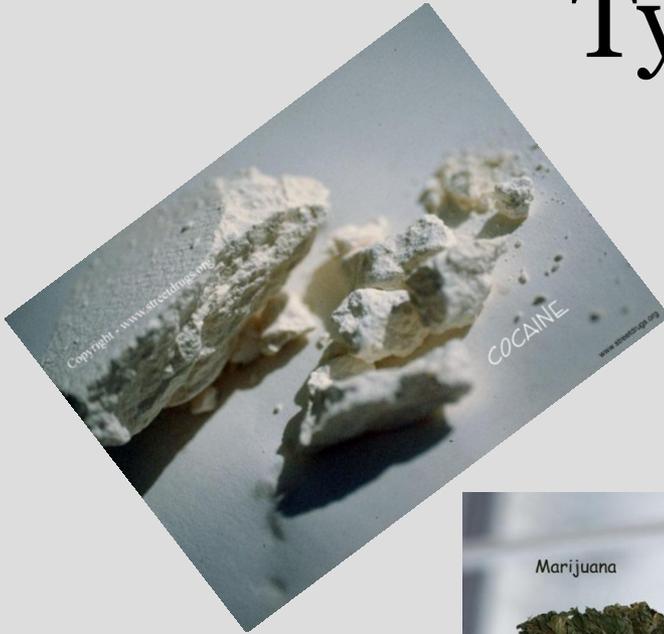
- Violations of this policy are subject to disciplinary action up to and including termination.
- Employees must abide by the terms of this policy and must notify Wilson County Government in writing of any conviction of a violation of a criminal drug statute occurring in the workplace no later than 5 calendar days after such conviction

Types of Drug Testing

- Pre-Employment
- Post Accident
- Random
- Reasonable Suspension
- Return to Duty
- Follow-Up Testing



Types Tested



- **Marijuana (THC)**
- **Cocaine/Crack**
- **Amphetamines (and methamphetamines)**
- **Opiates**
- **Barbiturates**
- **Benzodiazepines**
- **Phencyclidine (PCP)**
- **Alcohol**

What is Abuse?

- Using a substance to modify or control mood or state of mind in a manner that is illegal or harmful to oneself or others.
- Problems from abuse can include:
 - Accidents or injuries
 - Legal problems
 - Blackouts
 - Family problems
 - Poor Job Performance

What is Addiction?

- The irresistible compulsion to use alcohol and other drugs despite adverse consequences. It is characterized by repeated failures to control use, increased tolerance and increased disruption in the family.
- 1 In 10 people abuse leads to addiction

Emotional Effects

- Aggression
- Burnout
- Anxiety
- Depression
- Paranoia
- Denial



Behavioral Effects

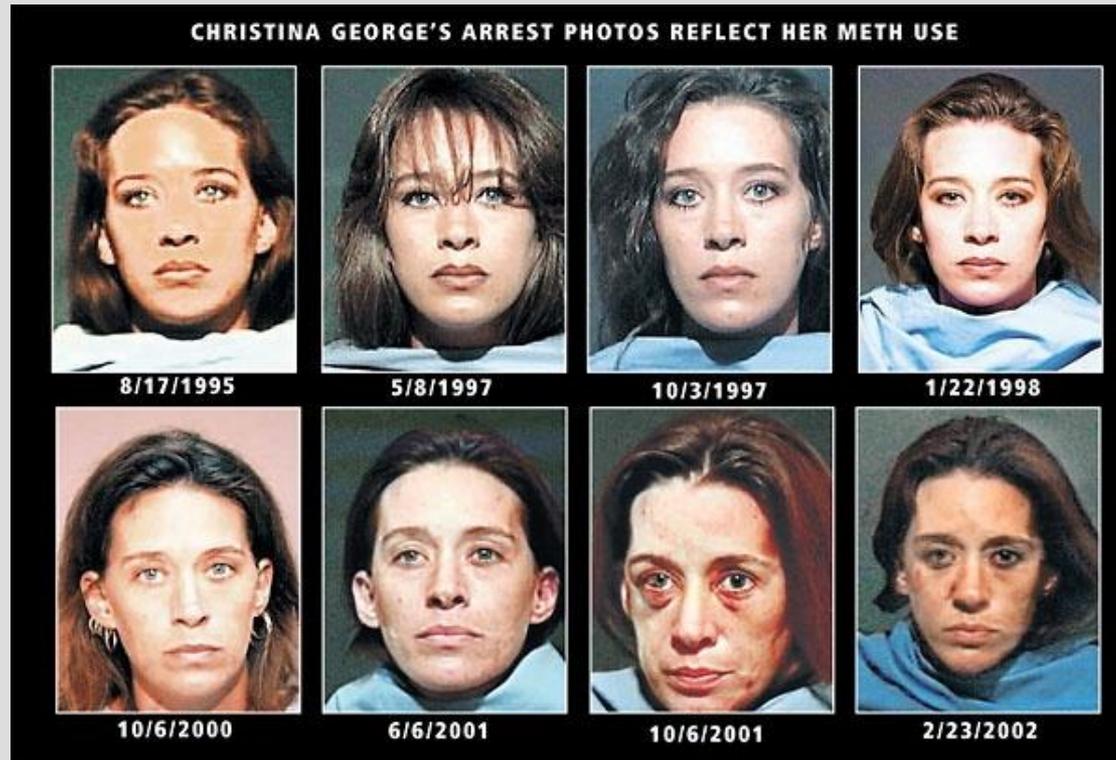
- Slow reaction time
- Impaired coordination
- Slow or slurred speech
- Irritability
- Excessive talking
- Inability to sit still
- Limited attention span
- Poor motivation or lack of energy



Physical Effects

- Weight loss
- Chills
- Sweating
- Smell of Alcohol

Faces of Drug Use



Faces of Drug Use



Free Resources

Substance Abuse Treatment Locator

<http://www.findtreatment.samhsa.gov/1-800-662-HELP>

Al-Anon/Alateen

<http://www.al-anon.alateen.org/1-800-4AL-ANON>

Alcoholics Anonymous (AA)

<http://www.aa.org>

American Council on Alcoholism

<http://www.aca-usa.org/1-800-527-5344>

Cocaine Anonymous

<http://www.ca.org/1-800-347-8998>

Nar-Anon

<http://nar-anon.org/1-800-477-6291>

National Council on Alcoholism & Drug Dependence

<http://www.ncadd.org/1-800-NCA-CALL>

Local Hospitals

Seeking Voluntary Help

- Problems will be addressed discretely and professionally
- Performance related issues will be held in personnel file
- Treatment referral will be kept in medical file

Take Away

- No Tolerance Policy
- Recognize Symptoms and Problems
- Ask for Help

After Completion of Training

- Email me at sullivana@wilsoncountyttn.com
- Type “Drug Free Workplace” in the subject line.
- Give your name, department and date training was completed.

Questions call 466-5138.