



SIGNS OF INTOXICATION BY SPECIFIC DRUG

ALCOHOL

Smell of alcohol, lack of coordination, lack of judgement, slurring words, dilated pupils, changes in eating habits, nausea and vomiting, poor judgement

OPIOIDS, HEROIN, SEDATIVES

Runny nose (not due to cold or flu), constant sniffing/rubbing nose frequently, tiny pupils, “nodding off” or appearing half asleep during conversations or while standing, loss of weight/gaunt-looking, needle marks, sweating, complaining that it’s too hot/too cold, twitching, labored breathing

DEPRESSANTS

(Benzodiazepines, Barbituates, and Tranquilizers)
Very similar to alcohol without the smell, lack of coordination, lack of judgement, slurring words, dilated pupils

COCAINE OR AMPHETATMINES

Hyperactivity, red eyes, weight loss, irritability, anxiousness, hypervigilance, excessive/unnatural energy level, sniffing, grandiose ideas

FIVE ESSENTIAL STEPS FOR REVERSING AN OVERDOSE

STEP 1: CALL FOR HELP (DIAL 911)

STEP 2: ADMINISTER NALOXONE

STEP 3: SUPPORT THE PERSON’S BREATHING (CPR IF NEEDED)

STEP 4: MONITOR THE PERSON’S RESPONSE

How to Help a Coworker:

DO NOT CONFRONT THE COWORKER AT WORK — this creates tension and does not typically result in the coworker accessing help.

TALK TO MANAGEMENT — discuss suspicions and provide proof to back up claims; employers can offer treatment programs that can get your coworker the help they need.

WHAT IF I’M WRONG? — its ok, your employer will work with your coworker to find out if help is needed. If you are right, you may be saving their life.

Remember that addiction is treatable, and recovery is possible. 8% of the population has a diagnosable substance use disorder. Workers with an alcohol problem are 270% more likely to have an accident and 70% of the estimated 14.8 million Americans who use illegal drugs are employed.



SIGNS AND SYMPTOMS OF SUBSTANCE USE DISORDER

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Emotional Signs

- Any new onset or significant increase in psychological symptoms
- Isolation
- Sudden oversensitivity, temper tantrums, or resentful behavior
- General lack of motivation, energy, self-esteem, “I don’t care” attitude
- Depression
- Confusion
- Sadness
- Anxiety
- Paranoia (cocaine or amphetamine use)
- Increased levels of fear or fear despite no imminent threat

Behavioral Signs

- Change in overall attitude/personality with no other identifiable cause
- Drop in performance at work; skips or is late for work
- Change or decrease in time spent doing activities
- Chronic dishonesty
- Difficulty in paying attention; forgetfulness
- Change in habits at home; loss of interest in family and family activities
- Hypervigilance
- Excessive need for privacy; unreachable
- Secretive or suspicious behavior
- Car accidents
- Change in personal grooming habits
- Possession of drug paraphernalia
- Changes in friends; friends are known drug users
- Unexplained need for money, stealing money or items
- Missing prescription pills
- For Inhalant use:
 - Presence of unusual number of spray cans in the trash
 - Increased use and disappearance of whipped cream containers