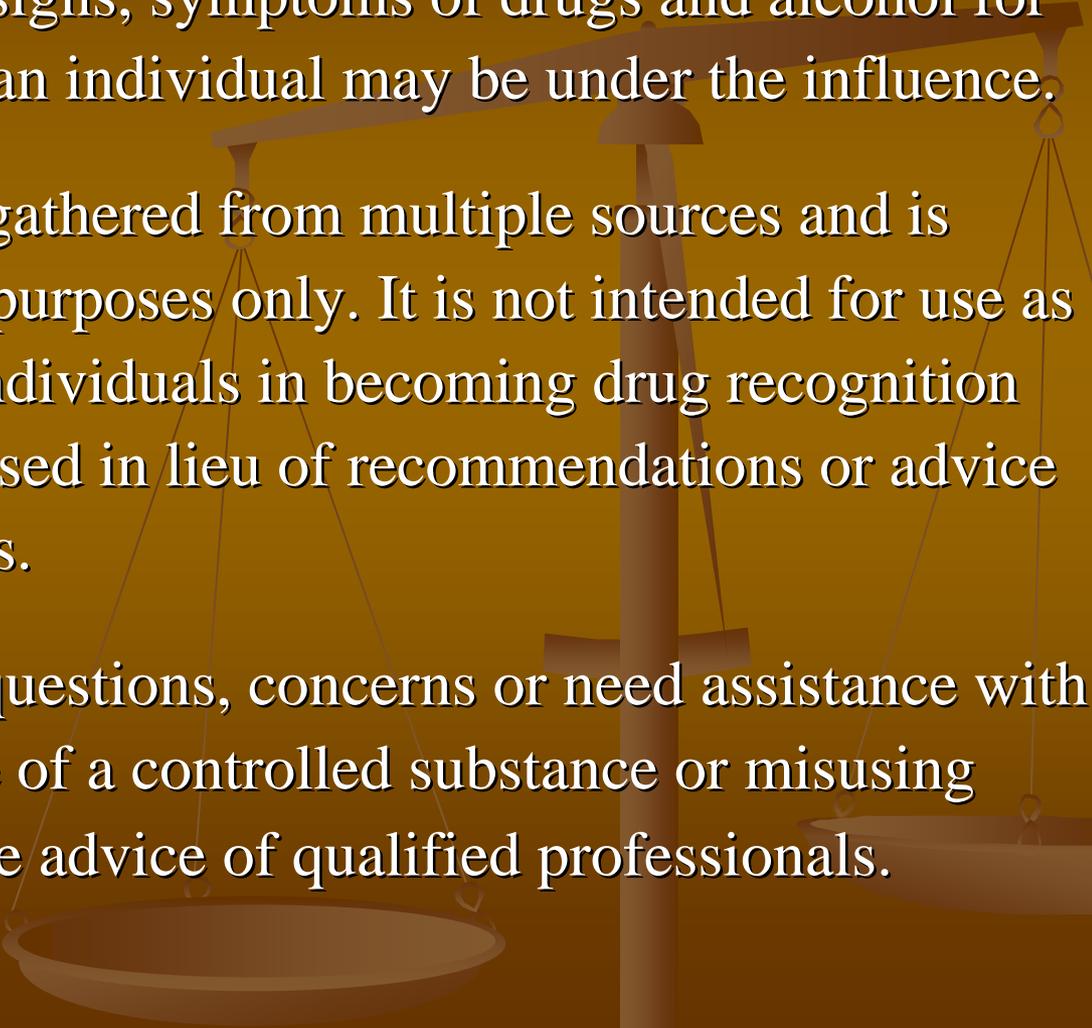




*Recognizing the
Signs and Symptoms
of
Drugs and Alcohol*

Please Note:

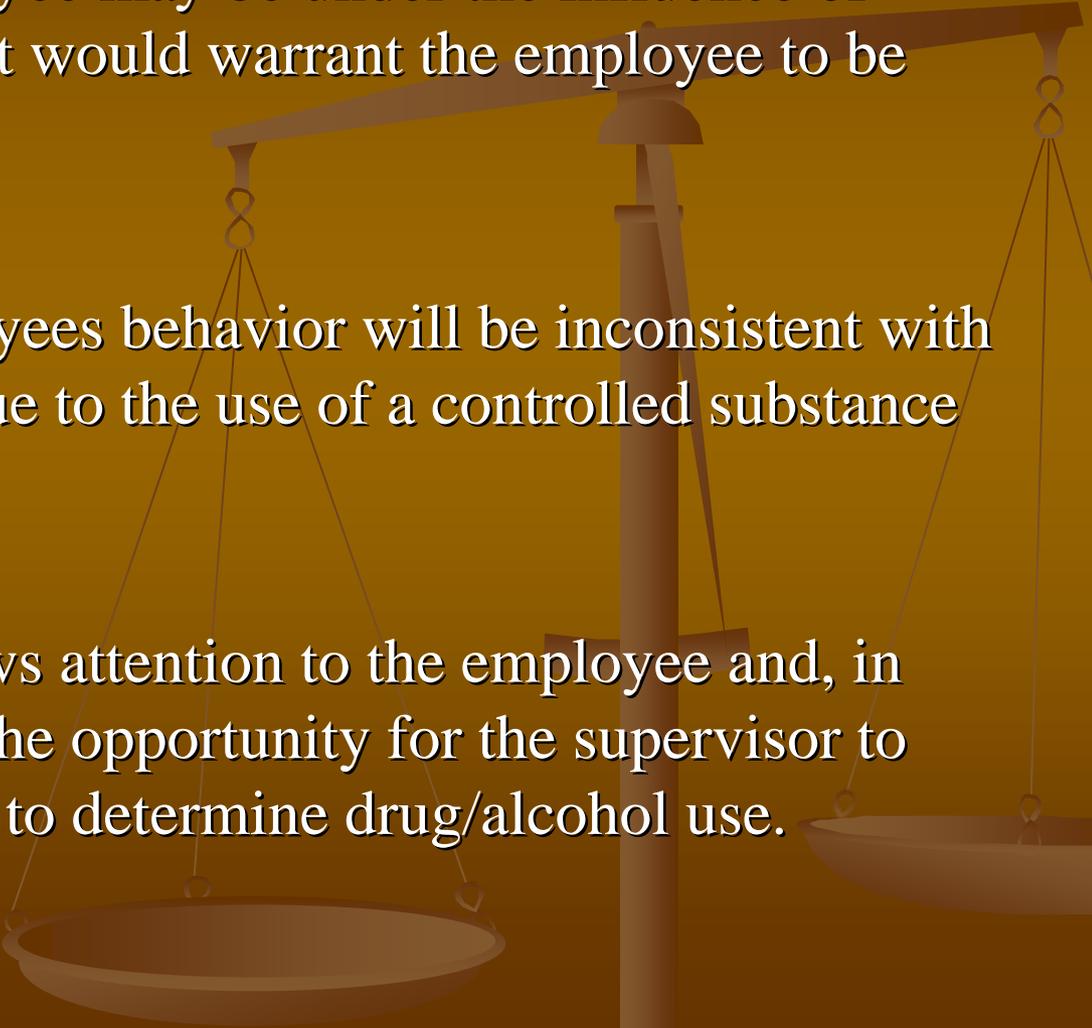


The following information is being provided as a means to assist persons in recognizing the signs, symptoms of drugs and alcohol for purposes of determining if an individual may be under the influence.

This information has been gathered from multiple sources and is intended for informational purposes only. It is not intended for use as training material to assist individuals in becoming drug recognition experts and should not be used in lieu of recommendations or advice from qualified professionals.

Should you have specific questions, concerns or need assistance with persons under the influence of a controlled substance or misusing alcohol, you should seek the advice of qualified professionals.

Introduction

- Signs and symptoms of drugs and alcohol are used in determining if an employee may be under the influence of drugs and/or alcohol that would warrant the employee to be tested.
 - In most cases the employees behavior will be inconsistent with their normal behavior due to the use of a controlled substance or alcohol.
 - Abnormal behavior draws attention to the employee and, in most cases, establishes the opportunity for the supervisor to take proactive measures to determine drug/alcohol use.
- 

Some Causes of Abnormal Behavior

- Stress
 - Work?
 - Home?
 - Kids
 - Family
 - Financial matters
 - Death in Family
 - Divorce
- New Medications/Medical Problems



Problems Caused in the Workplace

- Accidents/Injuries
 - To himself/herself
 - To other employees
 - To members of the public
- Lack of Productivity
 - Reduced or poor output
 - Increased workload on others
- Theft
- Violence
- Increased liability to the Department

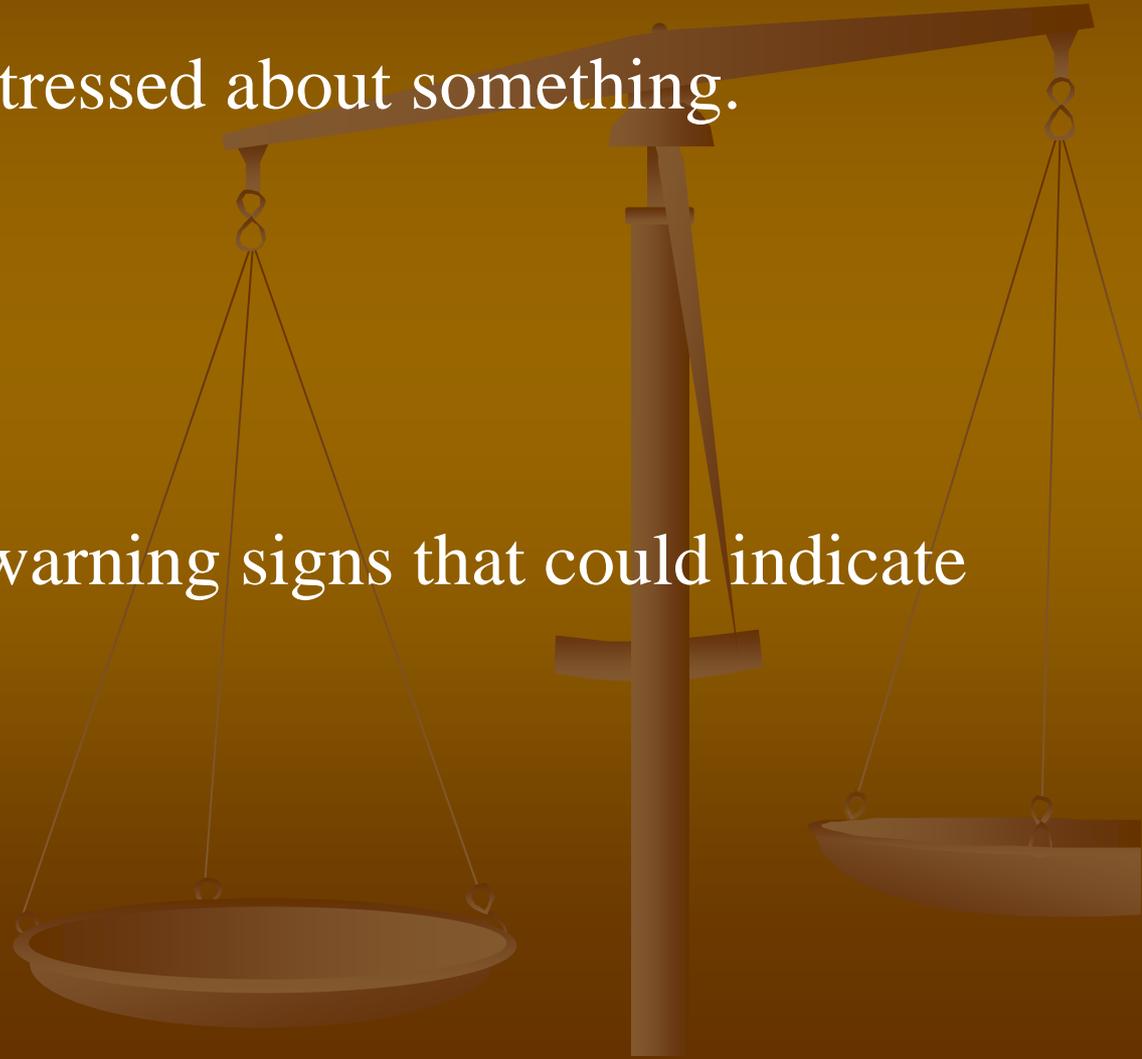


Know Your Employees

Know when they are stressed about something.

Take time to listen.

Always look for the warning signs that could indicate something is wrong.



Warning Signs

Change in behaviors

Sudden swift mood changes

Easily angered

Absent from work

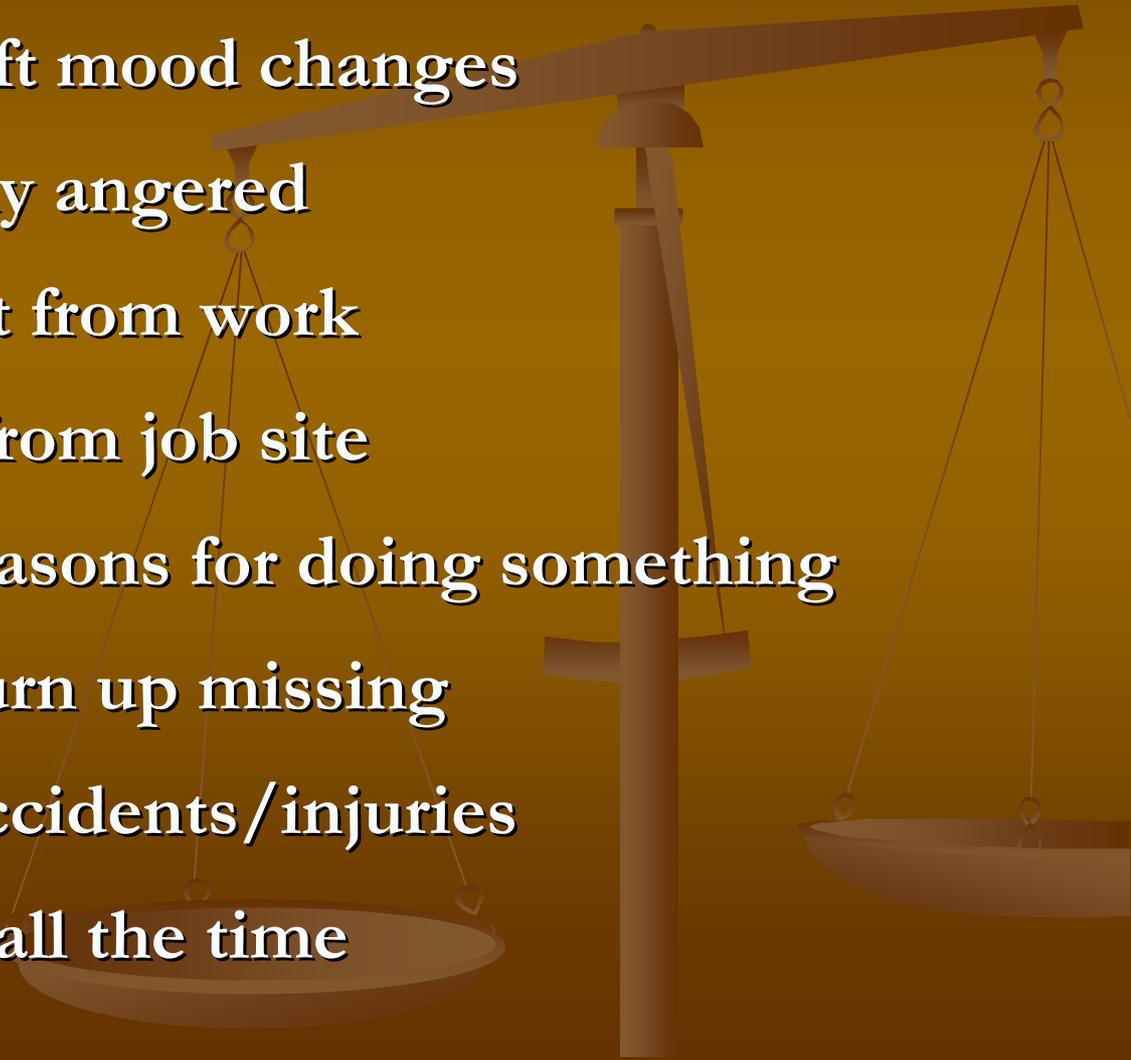
Away from job site

Inability to explain reasons for doing something

Things turn up missing

Frequent accidents/injuries

Tired all the time



Drugs in The Workplace

The National Institute of Drug Abuse (NIDA) has identified the following drugs as the five drugs that are more commonly found in the workplace.

These are referred to as the “NIDA 5”.

Alcohol, although not considered a drug, is also found in the workplace and is often the reason testing is ordered.

NIDA 5

Marijuana



Cocaine



Amphetamines/
Methamphetamines



Opiates (Heroin)



Phencyclidine (PCP)



Methamphetamines

Street names:

Crank, Crystal, Speed

Looks Like:

White Powder, Pills, Rock resembling a block of paraffin

How Taken:

Orally, injected, inhaled



Methamphetamines

Manufactured in bathtubs, barns, motels, cars (driving down the road).

Highly explosive and contains materials with a base of ephedrine (what Sudafed is made of)

Also contains many of these ingredients:

Red Phosphorous

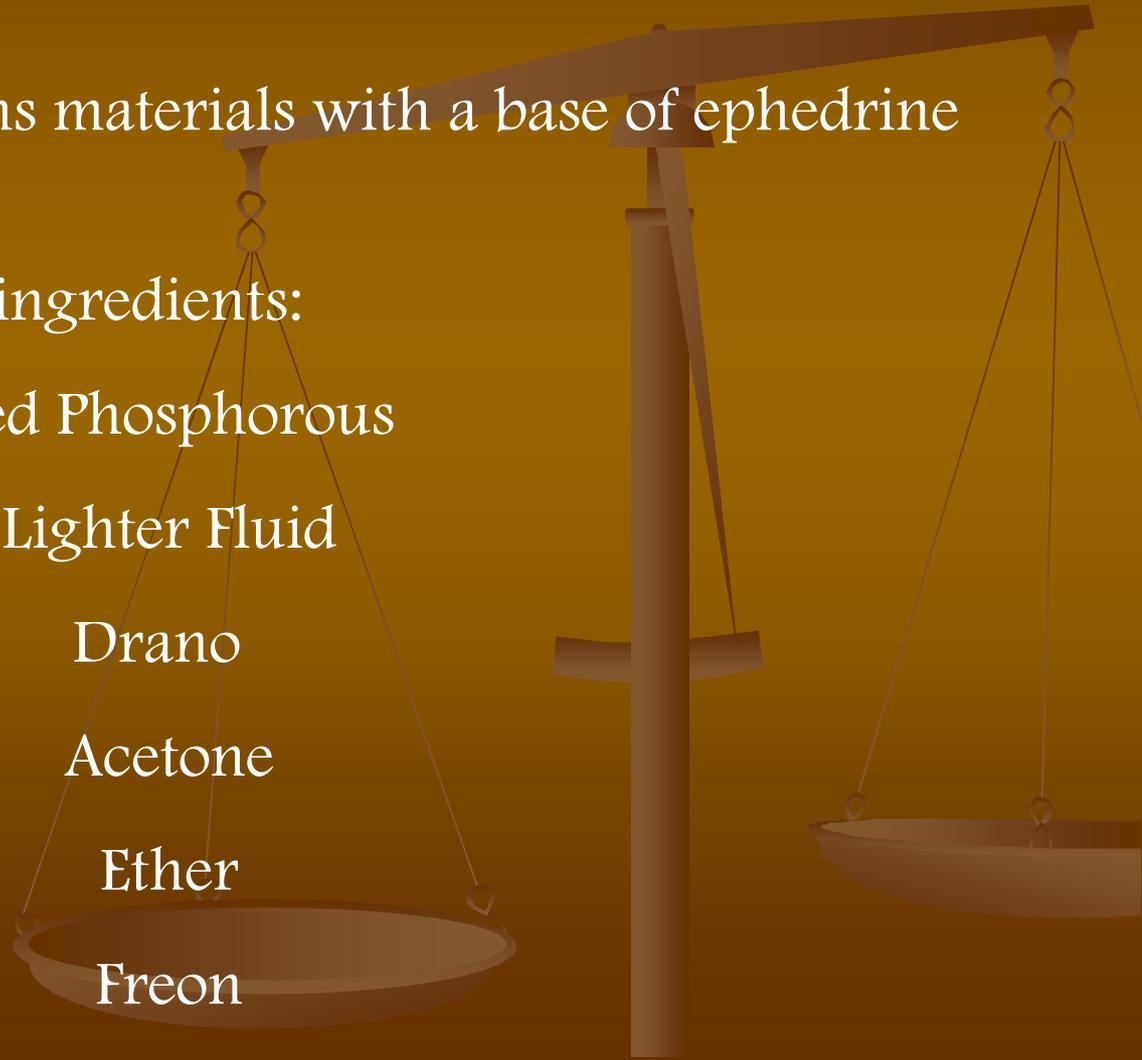
Lighter Fluid

Drano

Acetone

Ether

Freon



Methamphetamines

Signs and Symptoms:

Edginess

Nervous

Restless

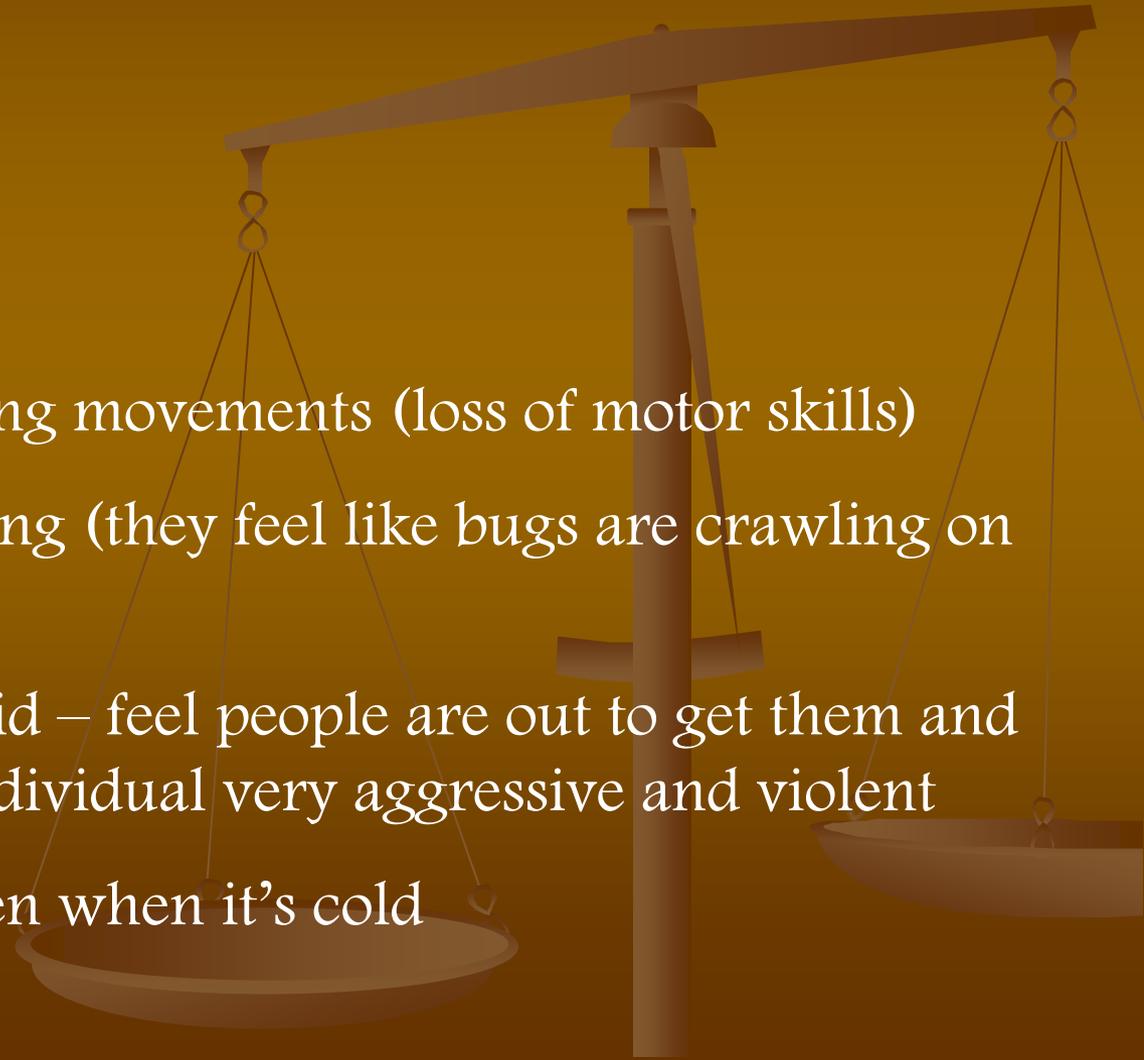
Hard to sit still

Twitching, jerking movements (loss of motor skills)

Itching, scratching (they feel like bugs are crawling on them)

Act very paranoid – feel people are out to get them and can make the individual very aggressive and violent

Sweat a lot – even when it's cold



Methamphetamines

Signs and Symptoms:

Rapid, irrational and slurred speech

Grinding their teeth

Runny nose

Sometimes bloody nose for no reason

Sudden weight loss (no desire to eat)

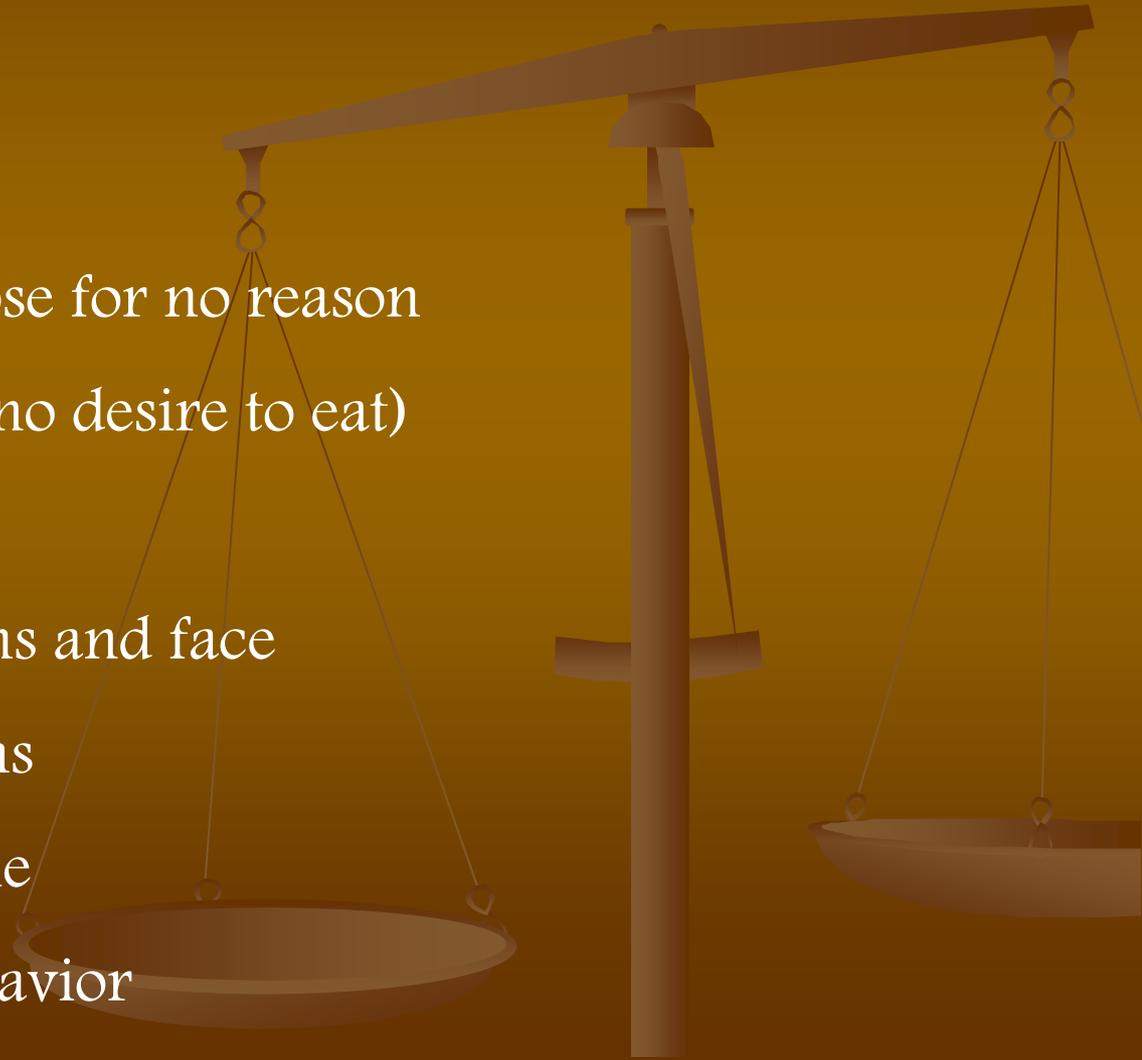
Sickly looking

Skin sores on the arms and face

Rotten teeth and gums

Poor personal hygiene

Extreme/bizarre behavior



Methamphetamines

Long term effects of heavy use:

Depression

Permanent psychological problems

Possible brain damage

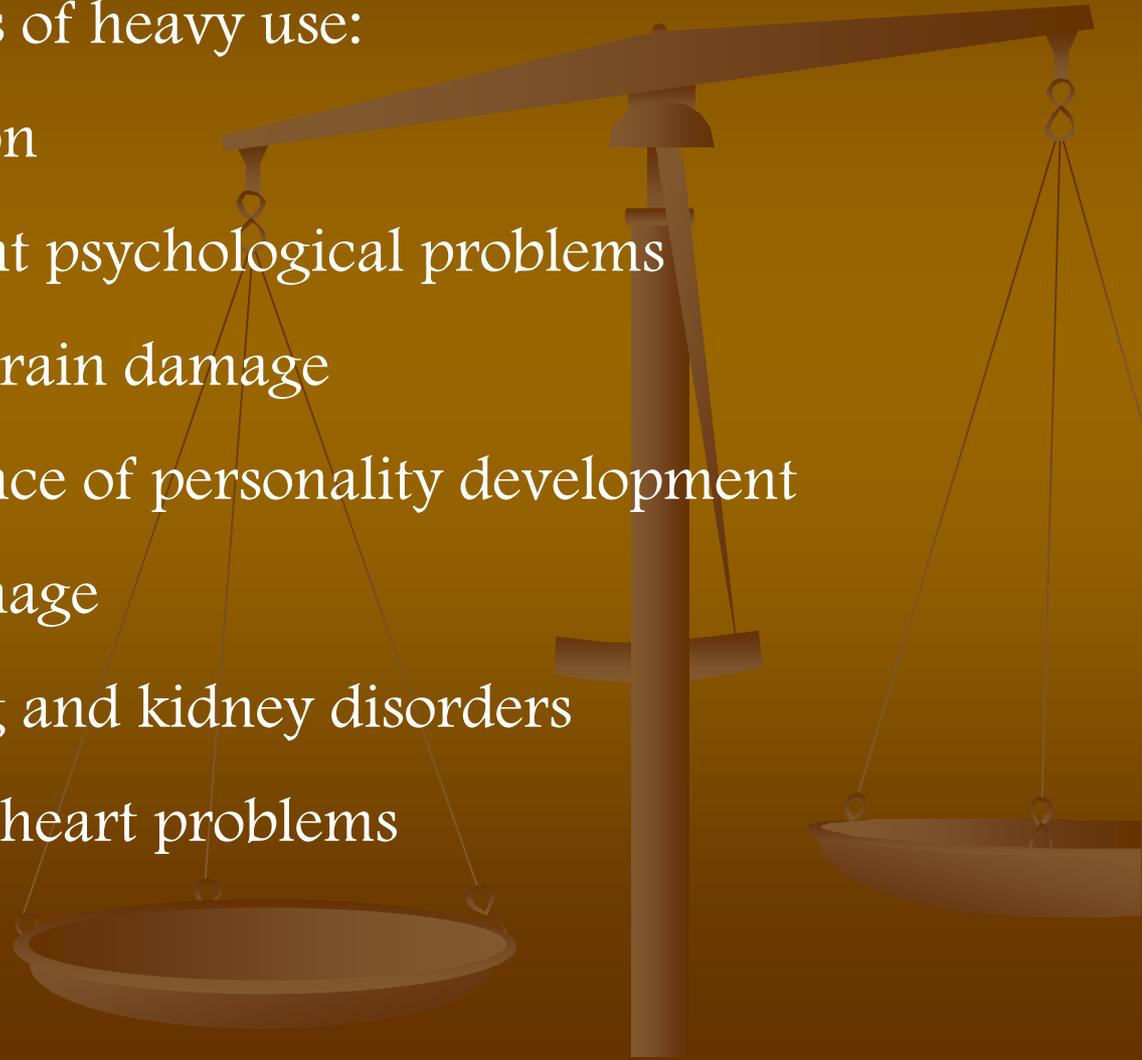
Disturbance of personality development

Liver damage

Fatal lung and kidney disorders

Stroke or heart problems

Death



Methamphetamines

Meth Lab



Meth Lab



Feels like bugs are under their skin and they keep scratching to get rid of them.

Meth Products



Meth Mites



Methamphetamines

Meth Trash



Meth Victim



According to the DEA this individual jumped into the shower when his meth lab exploded.

Car Meth Lab



Meth Lab



Results of Meth Use



After 2½ months



After 30 months

Cocaine

Street Names:

Coke, Snow, Nose Candy, Flake, Blow, Big C, Lady, White, and Snowbirds

Looks Like:

White crystalline powder

How Taken:

Inhaled, injected



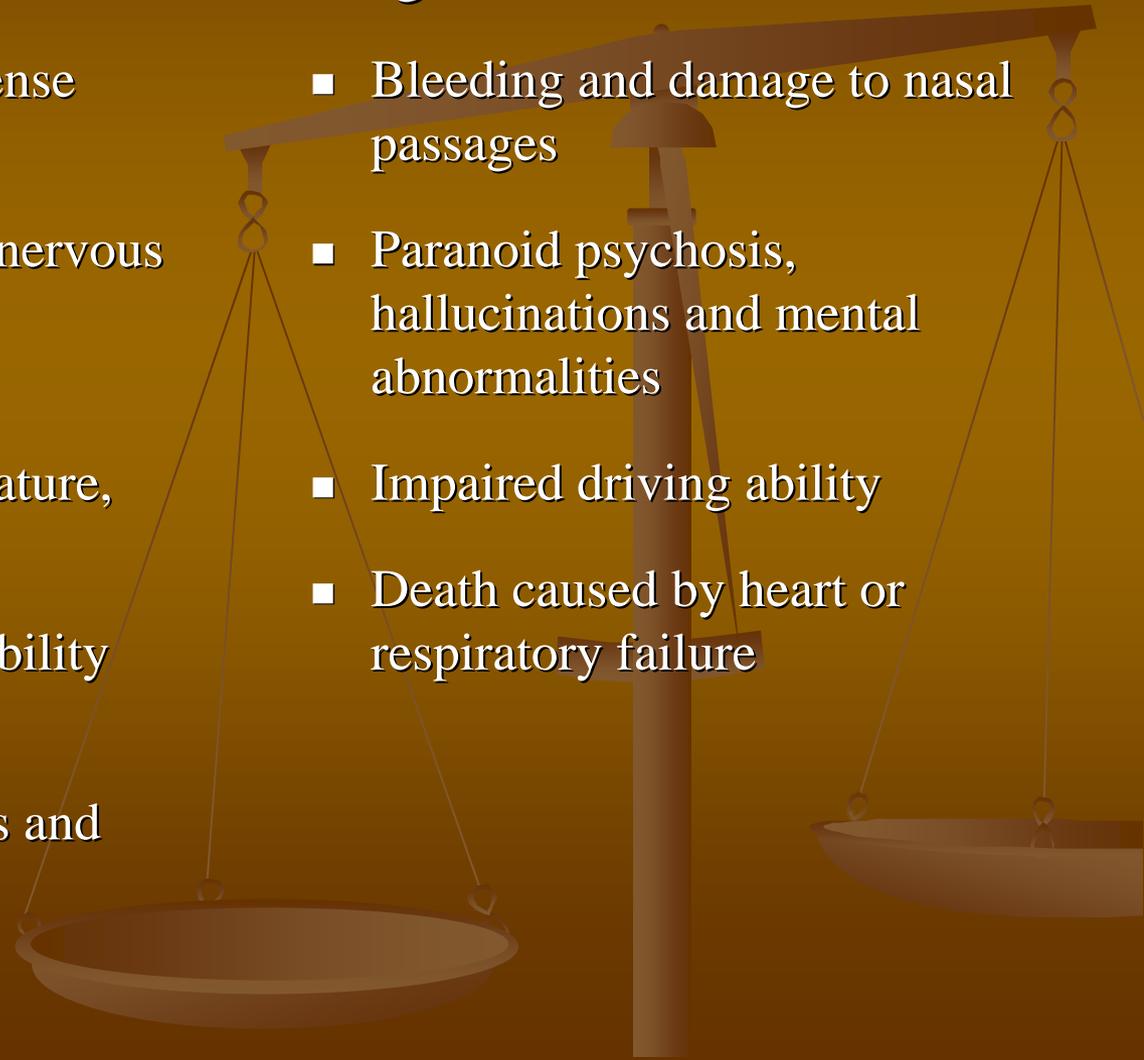
Cocaine

■ Effects

- Produces brief but intense feelings of euphoria
- Stimulates the central nervous system
- Increases pulse, blood pressure, body temperature, and respiratory rate
- Causes extreme excitability and anxiety
- Produces sleeplessness and chronic fatigue

■ Dangers

- Bleeding and damage to nasal passages
- Paranoid psychosis, hallucinations and mental abnormalities
- Impaired driving ability
- Death caused by heart or respiratory failure



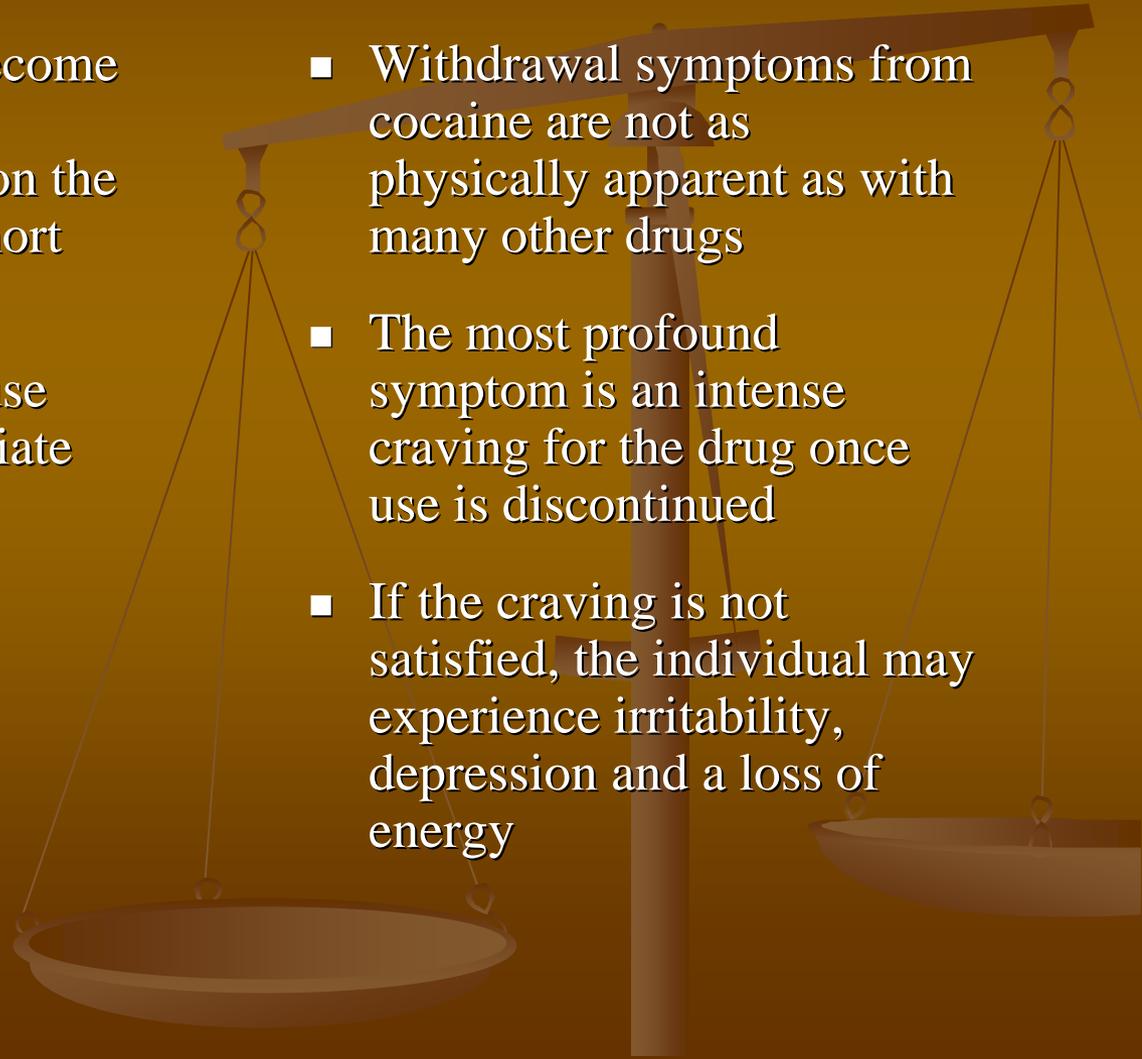
Cocaine

■ Addiction

- Cocaine users often become psychologically and physically dependent on the drug after relatively short periods of time
- In many cases, crack use leads to virtual immediate addiction

■ Withdrawal

- Withdrawal symptoms from cocaine are not as physically apparent as with many other drugs
- The most profound symptom is an intense craving for the drug once use is discontinued
- If the craving is not satisfied, the individual may experience irritability, depression and a loss of energy



Crack Cocaine

Street Names:

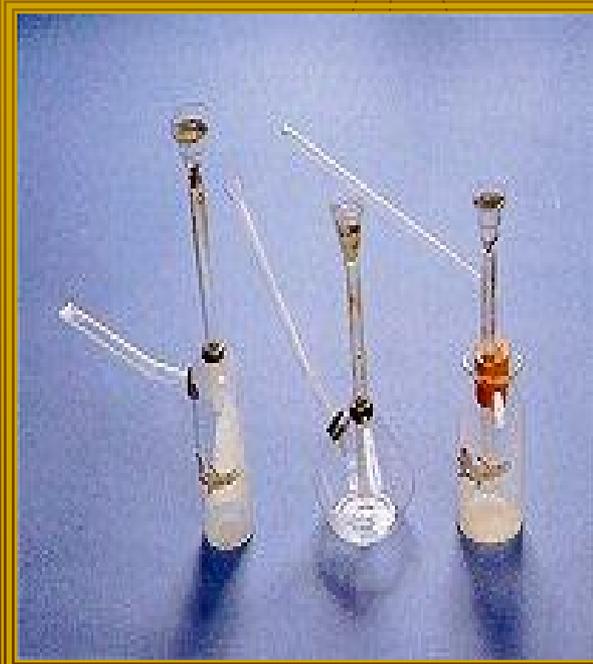
Crack, Rock, Freebase

Looks Like:

Crystalline rocks that look like soap

How Taken:

Smoked

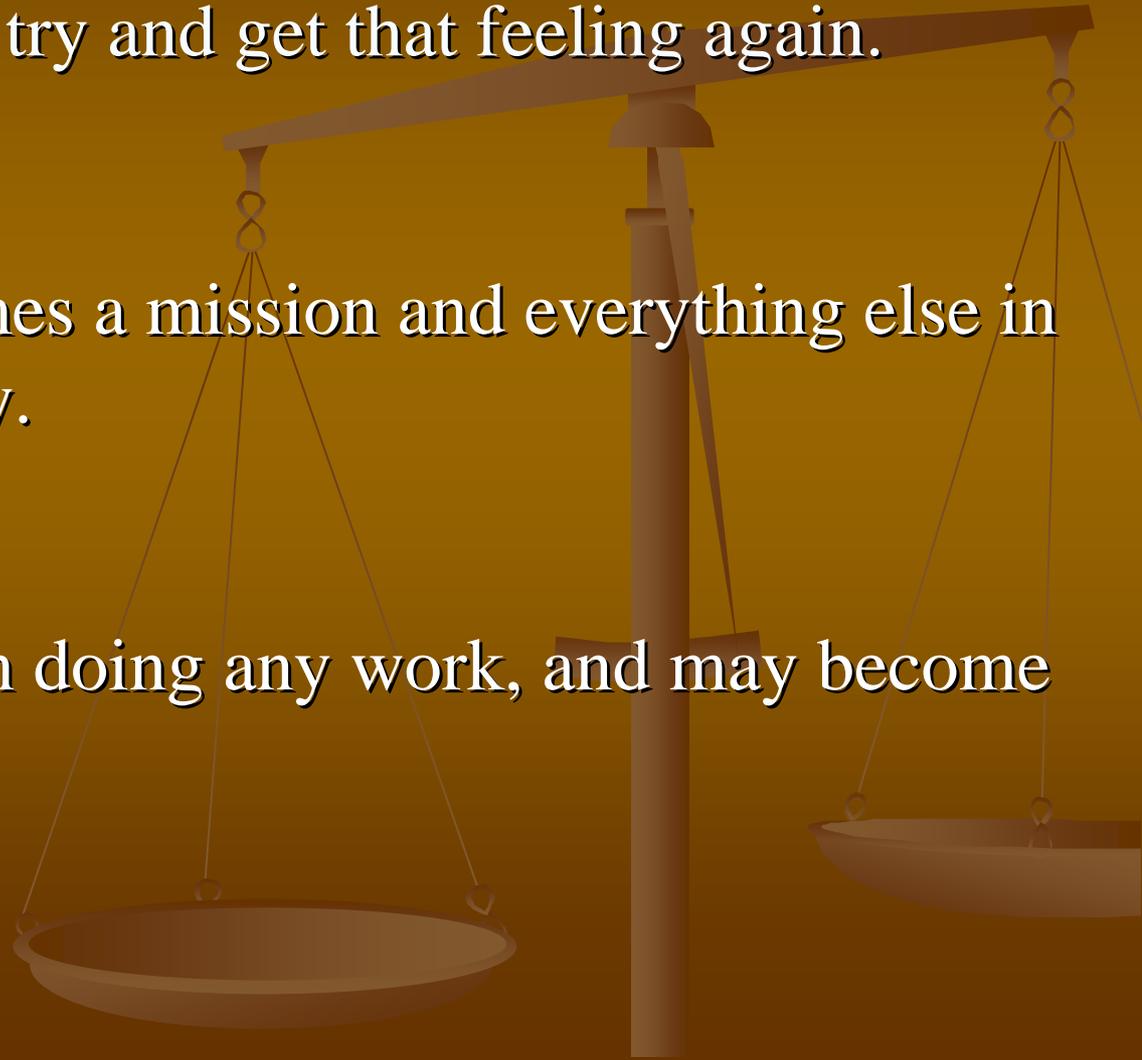


Crack Cocaine

The high from the first hit is so intense that the user will do almost anything to try and get that feeling again.

Many times this becomes a mission and everything else in life becomes secondary.

Will have no interest in doing any work, and may become violent for any reason.



Marijuana

Street Names:

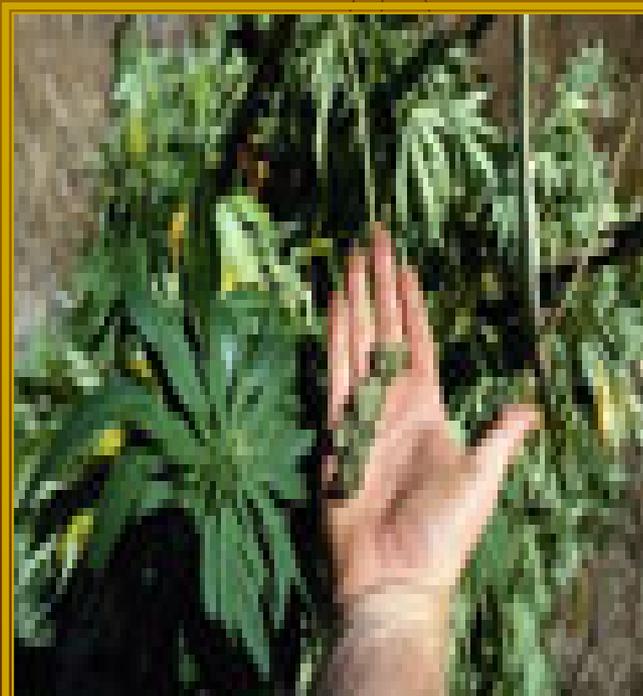
Pot, Reefer, Grass, Weed, Dope, Ganja, Mary Jane, or Sinsemilla

Looks Like:

Parsley, with stems and/or seeds; rolled into cigarettes or cigars

How Taken:

Smoked or eaten in brownies, stews and other goodies



Marijuana

Blunts

Joints



Blunts:
Cigars hollowed
out and filled
with marijuana.

Seeds and Joints

Kilo Bricks



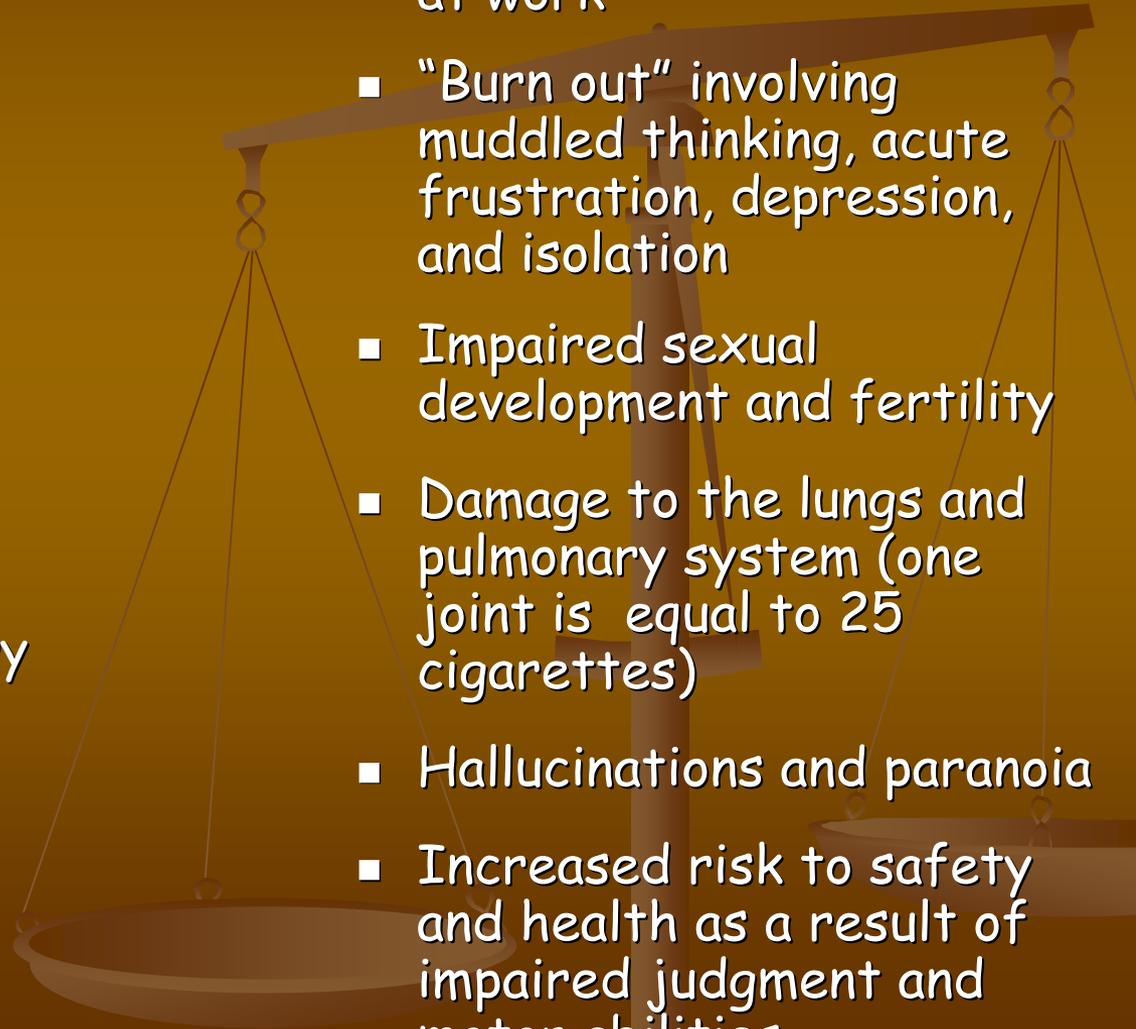
Marijuana

■ Effects

- Euphoric feeling; increased sense of well being
- Lack of motivation
- Lowered inhibitions, talkativeness
- Dry mouth and throat
- Increased appetite - "munchies"
- Impaired coordination, concentration and memory
- Increased heart rate

■ Dangers

- Deteriorating performance at work
- "Burn out" involving muddled thinking, acute frustration, depression, and isolation
- Impaired sexual development and fertility
- Damage to the lungs and pulmonary system (one joint is equal to 25 cigarettes)
- Hallucinations and paranoia
- Increased risk to safety and health as a result of impaired judgment and motor abilities



Marijuana

“I was at a concert next to some people who were smoking some marijuana and I inhaled enough of the smoke and that made me test positive”.

While it is possible to produce levels of marijuana in a urine sample, cutoff levels were established in order to disallow a claim of passive inhalation.

To exceed the cutoff levels established by the United States Department of Health and Human Services, the individual would have to use marijuana in some manner (e.g., smoke, eat in food, etc).

Heroin (Opiates)

Street Names:

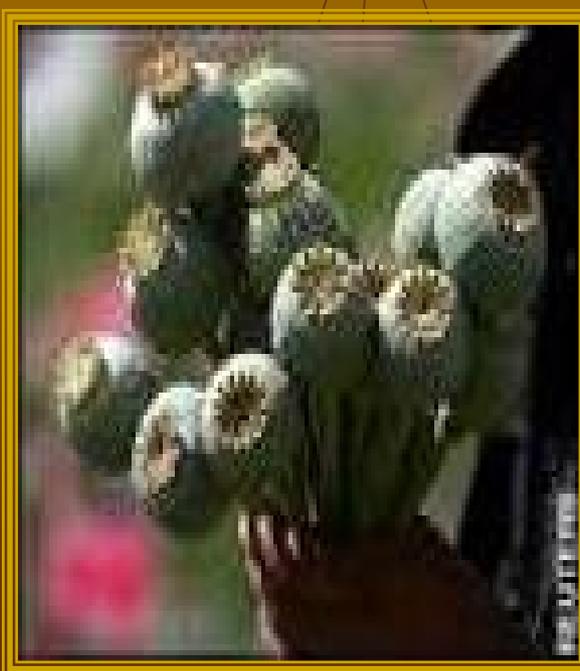
Smack, Horse, Mud, Brown Sugar, Junk, Black tar, Big H

Looks Like:

White to dark-brown powder or tar like substance

How Taken:

Injected, smoked, or inhaled

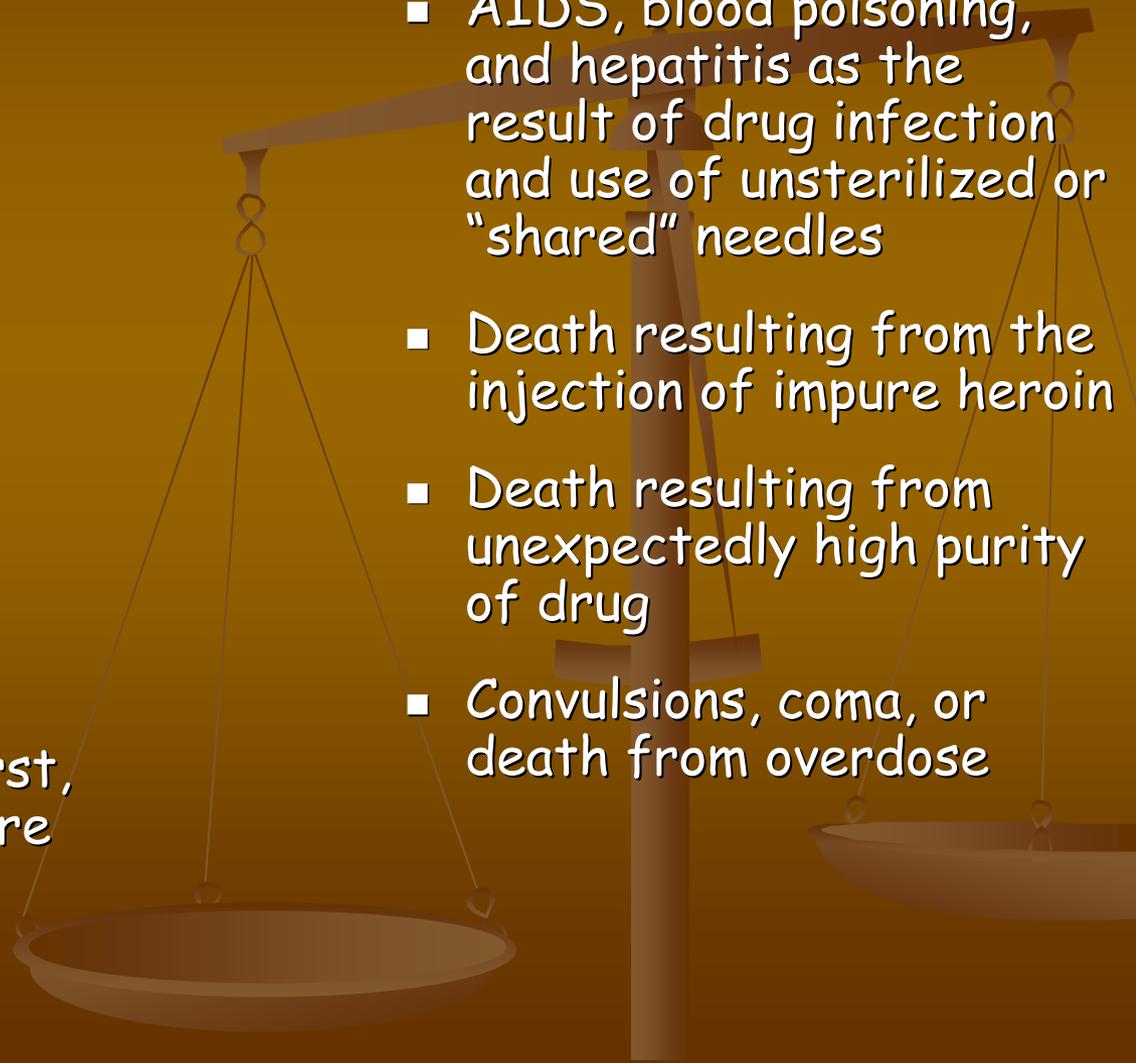


Heroin (Opiates)

- The physical effects of opiates depend on the opiate used, the dose, and how the drug is taken. Effects may include:
 - Short lived state of euphoria, followed by drowsiness
 - Slowed heart rate, breathing, and brain activity
 - Depressed appetite, thirst, reflexes and sexual desire

■ Dangers

- AIDS, blood poisoning, and hepatitis as the result of drug infection and use of unsterilized or "shared" needles
- Death resulting from the injection of impure heroin
- Death resulting from unexpectedly high purity of drug
- Convulsions, coma, or death from overdose



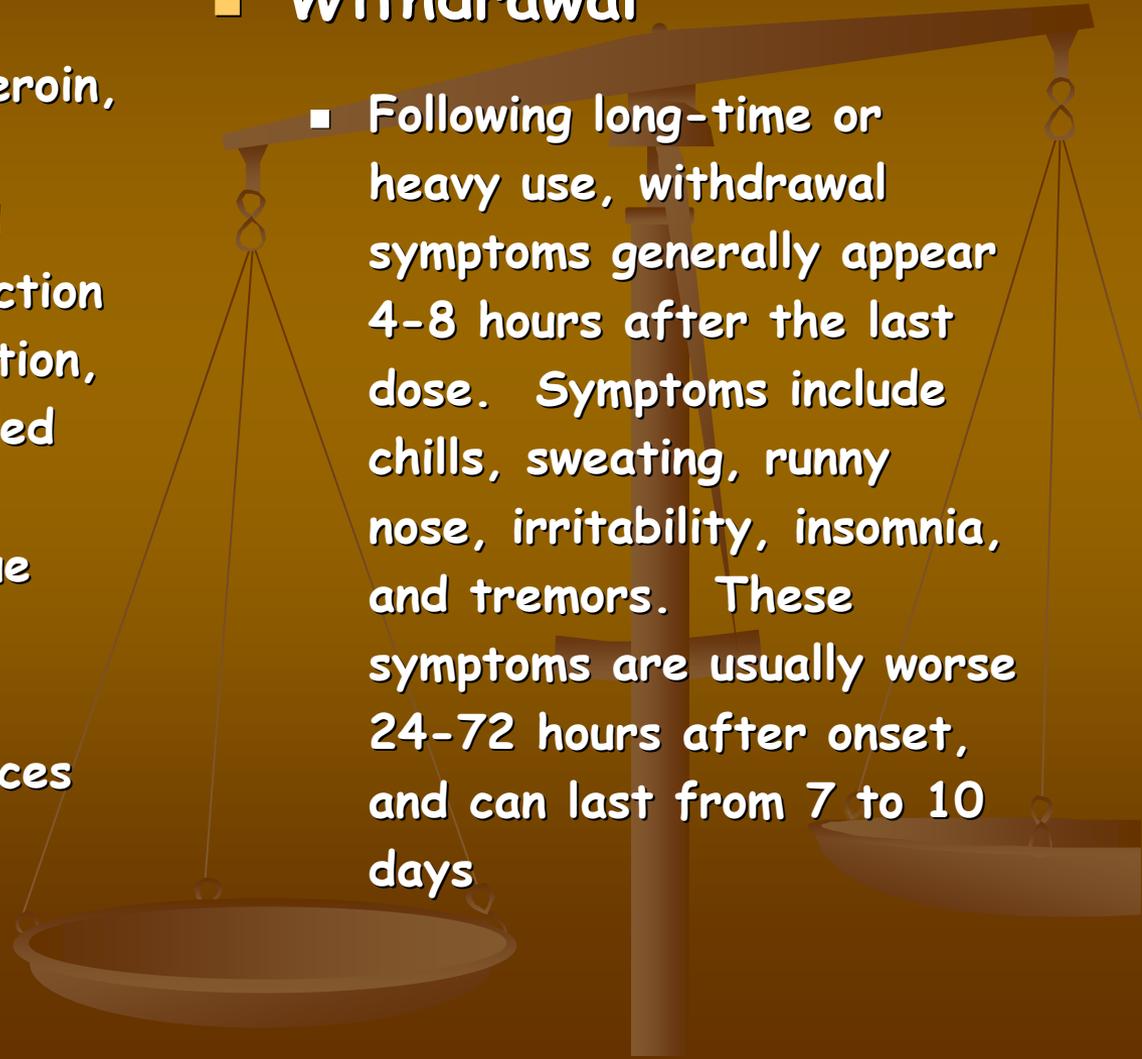
Heroin (Opiates)

■ Addiction

- Opiates, particularly heroin, have an unusually high potential for abuse and addiction. Heroin addiction often leads to malnutrition, infection, and unattended injuries and diseases. Addicts tend to continue using the drug despite damaging physical and psychological consequences

■ Withdrawal

- Following long-time or heavy use, withdrawal symptoms generally appear 4-8 hours after the last dose. Symptoms include chills, sweating, runny nose, irritability, insomnia, and tremors. These symptoms are usually worse 24-72 hours after onset, and can last from 7 to 10 days



Heroin (Opiates)

“I had poppy seed muffins at breakfast before I went to take the drug test and the next thing I know the doctor informed me I had failed the test”.

Much like marijuana, eating poppy seed muffins may produce a positive test in the urine sample. However, the cutoff levels are set at a level designed to eliminate this claim.

An individual would not be able to consume enough muffins to exceed the cutoff levels established by the United States Department of Health and Human Services.

Alcohol

Prolonged, heavy use can lead to:



- Isolation from family and friends
- Difficulty handling daily problems
- Learning and memory problems (users may remember less than those who don't use alcohol)
- Depression
- "Blackouts" – users may forget whole blocks of time (and what they did or said)

Alcohol

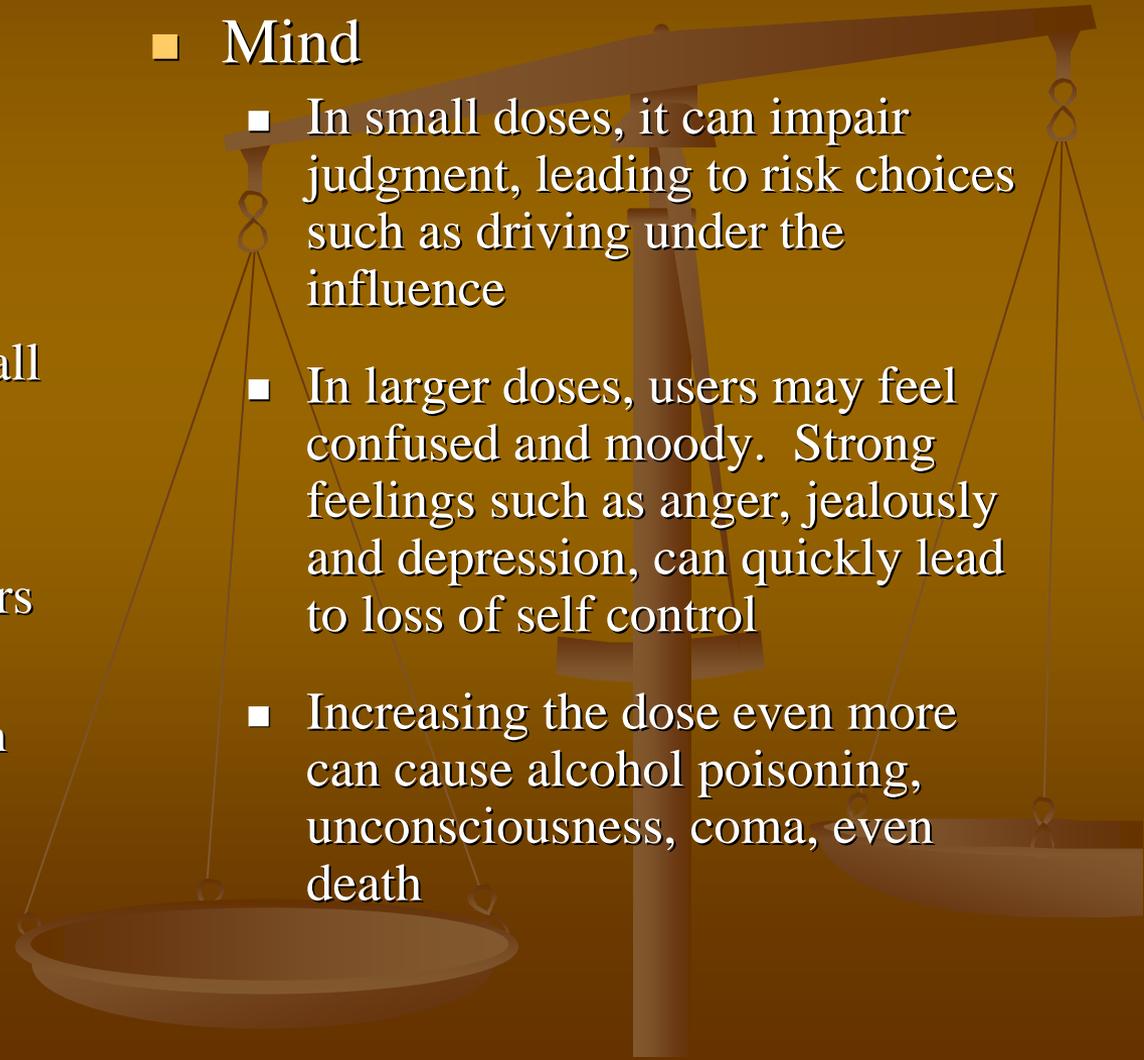
One drink can affect the:

■ Body

- Alcohol enters the bloodstream almost instantly
- It travels to the brain and all the body organs
- It depresses the central nervous system and impairs
 - thinking and reflexes
 - balance and coordination
 - vision

■ Mind

- In small doses, it can impair judgment, leading to risk choices such as driving under the influence
- In larger doses, users may feel confused and moody. Strong feelings such as anger, jealousy and depression, can quickly lead to loss of self control
- Increasing the dose even more can cause alcohol poisoning, unconsciousness, coma, even death



PCP

Street Names:

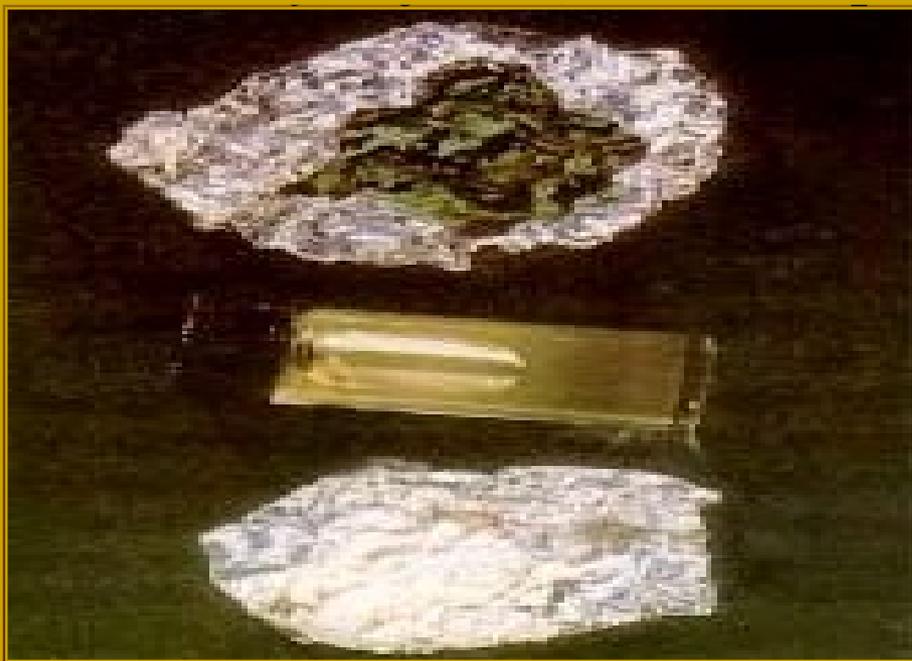
Angel dust, ozone, whack, rocket fuel, hog, love boat,

Looks Like:

Liquid, white crystalline powder, pills, capsules

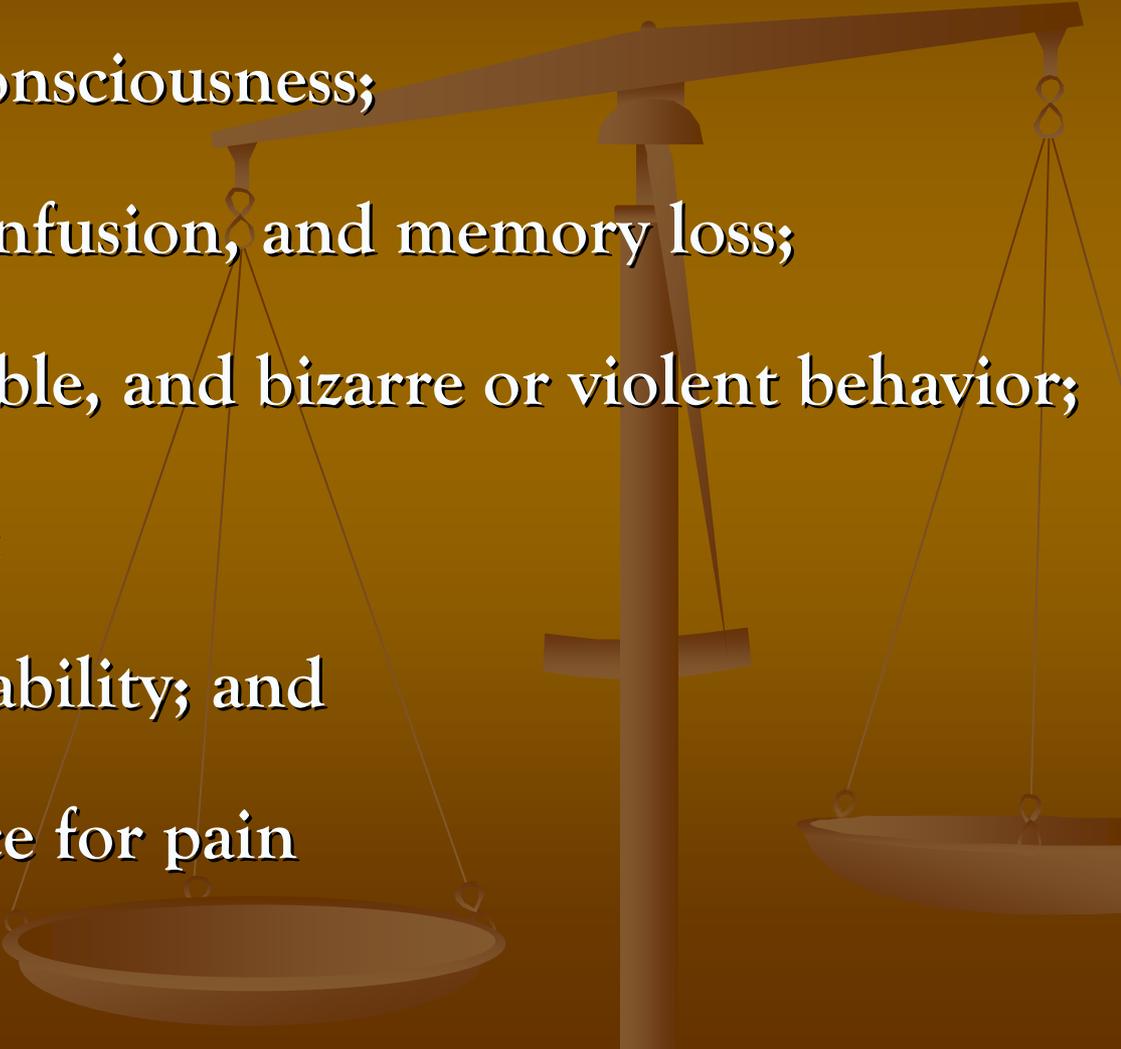
How Taken:

Orally, injected, smoked (sprayed on joints or cigarettes)

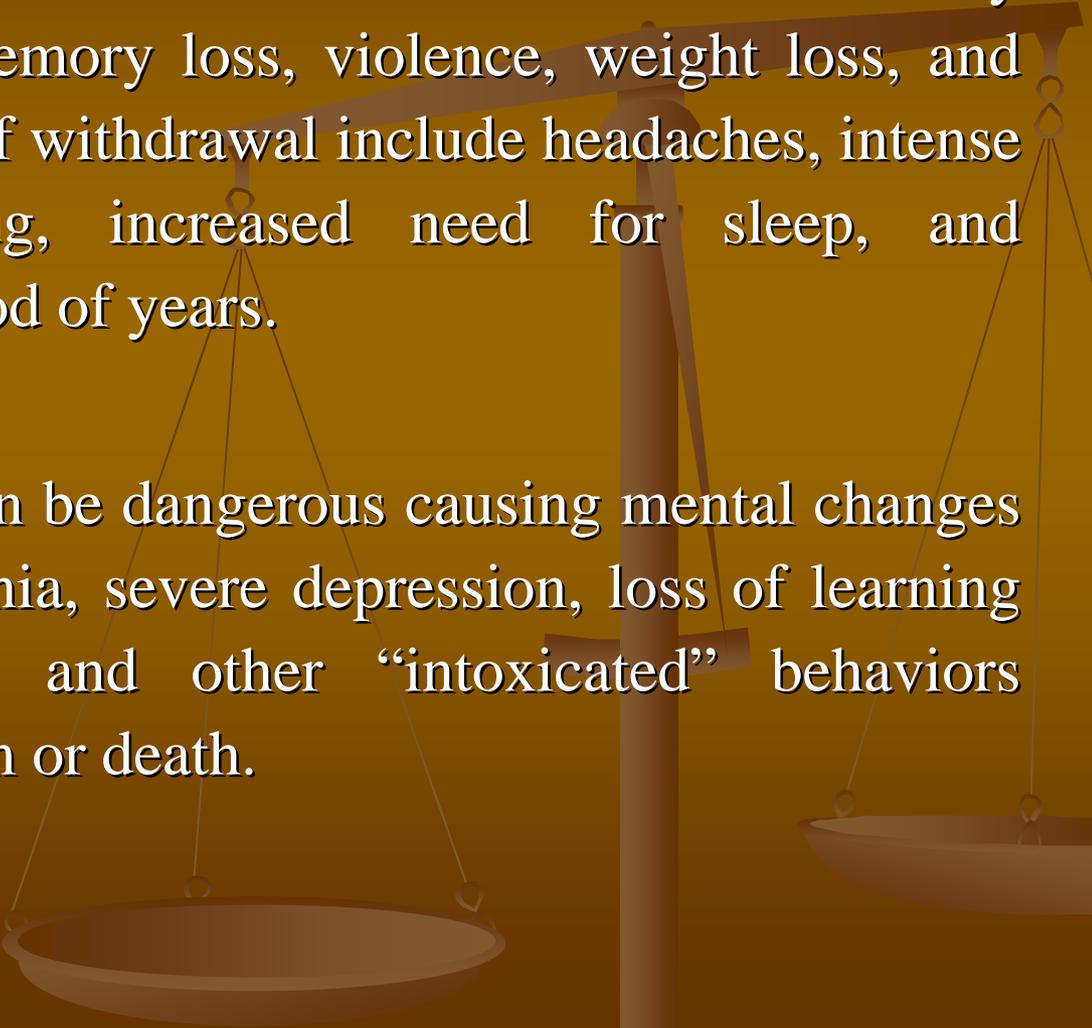


PCP

The effects of PCP are:

- (1) altered states of consciousness;
 - (2) disorientation, confusion, and memory loss;
 - (3) highly unpredictable, and bizarre or violent behavior;
 - (4) extreme agitation;
 - (5) impaired driving ability; and
 - (6) increased tolerance for pain
- 

PCP



- Physical dependence on PCP has been documented and may be accompanied by memory loss, violence, weight loss, and paranoia. Symptoms of withdrawal include headaches, intense craving for the drug, increased need for sleep, and “flashbacks” for a period of years.
- Even short term use can be dangerous causing mental changes resembling schizophrenia, severe depression, loss of learning abilities, and violent and other “intoxicated” behaviors resulting in bodily harm or death.

Questions

