

2023 DRUG FREE WORKPLACE

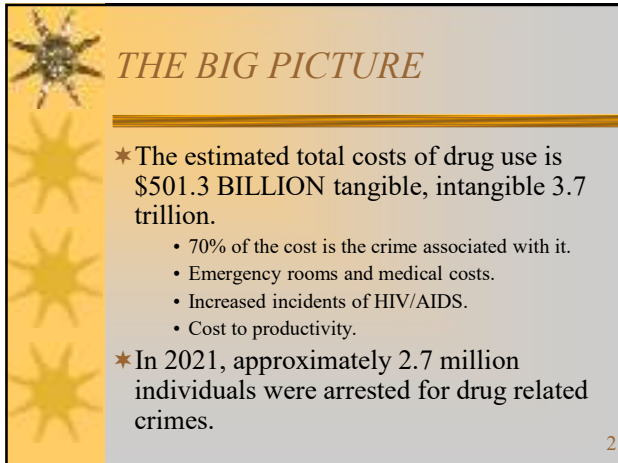


DRUG FREE WORKPLACE
2023

MOORE COMPLIANCE & TRAINING, INC.

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THE BIG PICTURE

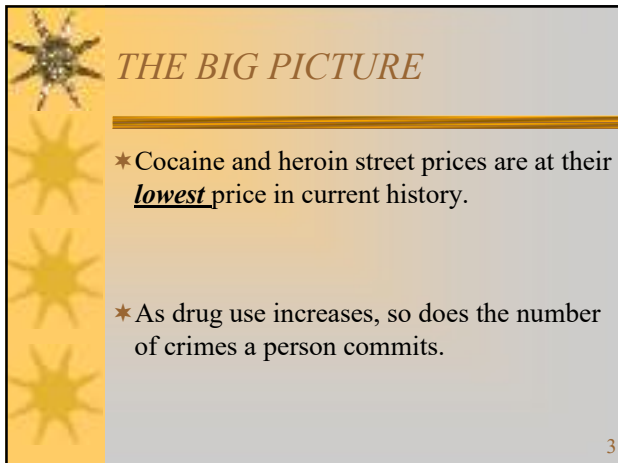
*The estimated total costs of drug use is \$501.3 BILLION tangible, intangible 3.7 trillion.

- 70% of the cost is the crime associated with it.
- Emergency rooms and medical costs.
- Increased incidents of HIV/AIDS.
- Cost to productivity.

*In 2021, approximately 2.7 million individuals were arrested for drug related crimes.

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THE BIG PICTURE

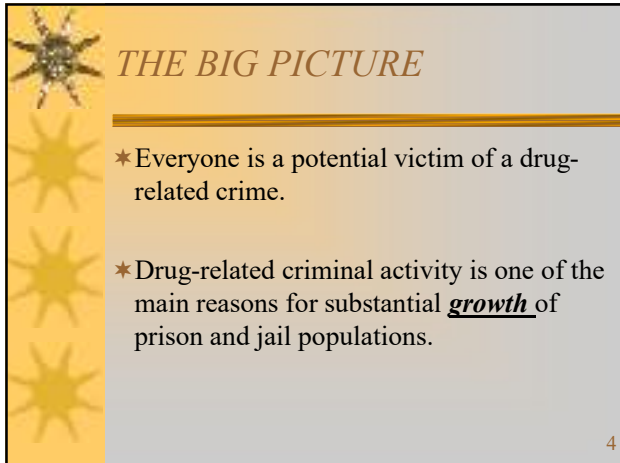
*Cocaine and heroin street prices are at their lowest price in current history.

*As drug use increases, so does the number of crimes a person commits.

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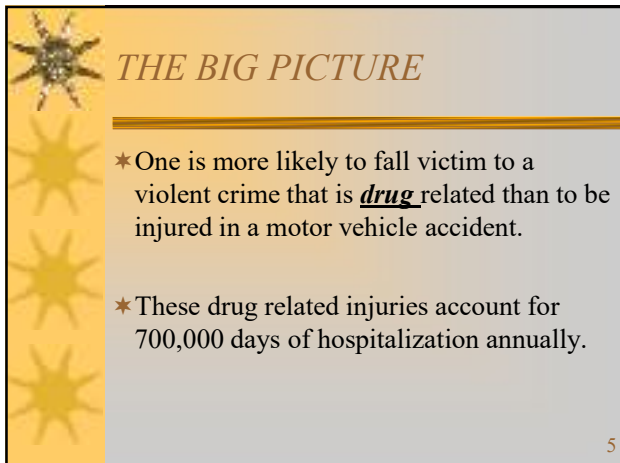


THE BIG PICTURE

- *Everyone is a potential victim of a drug-related crime.
- *Drug-related criminal activity is one of the main reasons for substantial growth of prison and jail populations.

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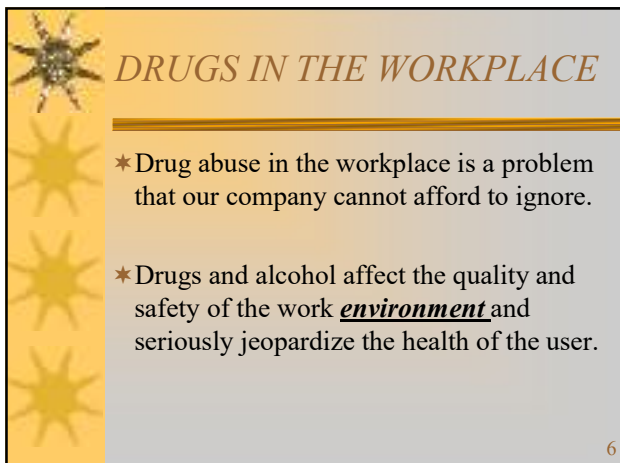


THE BIG PICTURE

- *One is more likely to fall victim to a violent crime that is drug related than to be injured in a motor vehicle accident.
- *These drug related injuries account for 700,000 days of hospitalization annually.

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DRUGS IN THE WORKPLACE

- *Drug abuse in the workplace is a problem that our company cannot afford to ignore.
- *Drugs and alcohol affect the quality and safety of the work environment and seriously jeopardize the health of the user.

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 *DRUGS IN THE WORKPLACE*


* People have accepted the myths that drugs can help them:

- Do their jobs better.
- Relax.
- Relieve stress.
- Provide energy.
- Boost self-confidence.
- Weed is legal. Right?!

* REALITY --- Drug use is both harmful and addictive.

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 *DRUGS IN THE WORKPLACE*


* Drugs can make the user feel able to handle tasks that are too much for him or her.

* Drugs can make the user careless and likely to forget important safety steps.

* Drugs can throw off the users sense of time, space and distance.

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 *DRUGS IN THE WORKPLACE*


* Drugs can cause lateness and absenteeism in the user, increasing the workload of others.

* Drugs can cause crime on the job, including the theft of personal property to finance the user's drug habit.

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 *DRUG-FREE WORKPLACE ACT*

*The Drug-Free Workplace Act of 1988, was enacted out of a growing public concern about drug use in the workplace.

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 *DRUG-FREE WORKPLACE ACT*


*The Act provides the employer with a means to address drug use in the workplace.

*Company policies govern what an employee does in the workplace.

*Policy must specify that substance abuse is prohibited and unauthorized.

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 *DRUG-FREE WORKPLACE ACT*

*Disciplinary procedures for drug use on the job should be:


- Clearly set out in written policy statements.
- Clearly communicated to employees.
- Uniformly enforced.

*The primary objective of company policy is deterrence rather than detection.

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DRUG-FREE WORKPLACE ACT

*Your task is to **inform** employees that their decision to use drugs or alcohol may be a violation of company policy and will result in consequences such as suspension or termination.

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DRUG-FREE WORKPLACE ACT

*Company policy must clearly define for the employee:

- What is **unacceptable** behavior.
- What constitutes a policy violation.
- What are the **consequences** for unacceptable behavior and/or policy violations.

*Employees must be informed about the availability of **help** in the form of community agencies or organizations.

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COMPANY POLICY


*Review of Company Policy

- DO YOU HAVE ONE?????????
- Look at your IIPP

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*DOCUMENT -- DON'T
DIAGNOSE*

★General signs of drug abuse:

- Pills in unmarked bottles or containers.
- ***Abrupt*** changes in behavior.
- Secretiveness and avoidance.
- Moodiness and shortened attention span.
- No ambition.
- ***Inappropriate*** over-reaction to any form of criticism.
- Weight loss.

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*DOCUMENT -- DON'T
DIAGNOSE*

- Increased reports of ***theft*** of jewelry, money, or tools.
- Carelessness about appearance.
- Tendency to lie about their whereabouts.
- Contact with unknown persons.
- Absenteeism from work and/or deterioration in work ***performance***.
- Loss of short term memory and lack of judgment.
- Wearing sunglasses at inappropriate times.

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*DOCUMENT -- DON'T
DIAGNOSE*

★Documentation -- the writing down of the ***observed*** signs of change in an employee's work performance as it relates to policy violations of unsafe behavior and deteriorating job performance.

★Role of supervisor is to ***document*** not to diagnose or treat problems.

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ALCOHOL



Elimination Time:
1 hour = 12 oz. Of beer or 5 oz. Of wine or 1 1/4 oz. Of liquor.

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ALCOHOL

- * Alcohol is the most **widely** used and socially costly drug of abuse, responsible to much crime and violence and for more than 100,000 deaths a year.
- * Alcohol-related accidents are the leading **killer** of Americans 15 to 24 and is a major cause of birth defects.

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ALCOHOL

- * A 12-ounce glass of beer, a 5-ounce glass of wine, and a 1.5 ounce shot of liquor all contain the same amount of **alcohol** and, therefore, have an equal effect on the drinker.
- * **Elimination** Time:
 - 1 hour = 12 oz. Of beer or 5 oz. Of wine or 1 1/4 oz. Of liquor.

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 **ALCOHOL**

- *Five drinks consumed in ***two*** hours can raise the blood alcohol level to 0.10 percent, high enough to be considered legally intoxicated.
- *Once a drinker stops drinking, his or her blood alcohol level decreases by about 0.01 percent per ***hour***.

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 **ALCOHOL**

- *Symptoms of Use:
 - Smell of alcohol on breath
 - Irritability
 - Euphoria
 - Inappropriate or violent behavior
 - Loss of ***balance***
 - Slurred and/or incoherent speech
 - Impaired short-term memory
 - Blackouts

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 **ALCOHOL**

- *Symptoms of Overdose:
 - Nausea; vomiting; shallow respiration; cold clammy skin; weak, rapid pulse; comma; possible death.
- *Symptoms of Withdrawal:
 - Agitation; anxiety; hallucinations; tremors; shakes; chills; convulsions; delirium tremens.

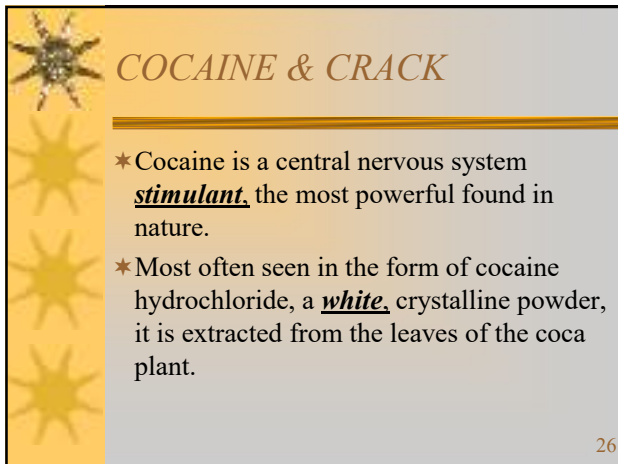
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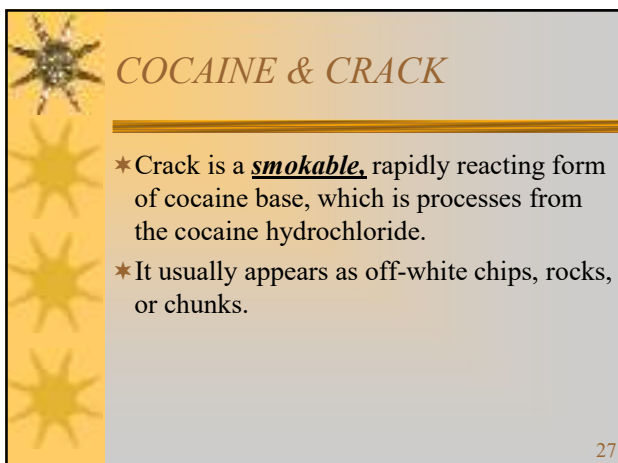
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COCAINE & CRACK

- *Reasons for crack abuse:
 - Its cheap and affordable.
 - It is easy to smoke.
 - Its effects are ***rapid and intense***.
- *Smoking crack brings users to a euphoric state ***twice*** as fast as “snorting”.
- *Because of this rapid high, crack is more quickly ***addicting***.

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COCAINE & CRACK

- *The primary route of administration for cocaine powder is through inhalation or “snorting”.
- *Crack is smoked.
- *Use of these drugs reduces appetite and makes the user feel more ***alert***, energetic, and self-confident--even more ***powerful***.

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COCAINE & CRACK

- *Crack causes the same effects as powder cocaine.
 - Because it is smoked, however, onset is more ***rapid and intensity greater***.
 - The depression the follows (called a “***crash***”) is also considerably deeper and more profound.

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COCAINE & CRACK

*Cocaine and Crack are killers.

- Even after the first time your *body wants more*.
- You become quickly *dependent* on them to feel good and relax.
- Once you are hooked, cocaine or crack is all you live for.
- You don't care about anything but getting "high".

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COCAINE & CRACK

*Symptoms of Use:

- Euphoria; excitability; restlessness; talkativeness; increased activity; increased pulse rate; dilated pupils; extreme irritability, paranoia; hallucinations.

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COCAINE & CRACK

*Symptoms of Overdose:

- Hallucinations; convulsions; pulmonary edema; respiratory failure; coma, cardiac arrest; possible death.

*Symptoms of Withdrawal:

- Apathy; irritability; social withdrawal' fatigue; depression; disorientation.

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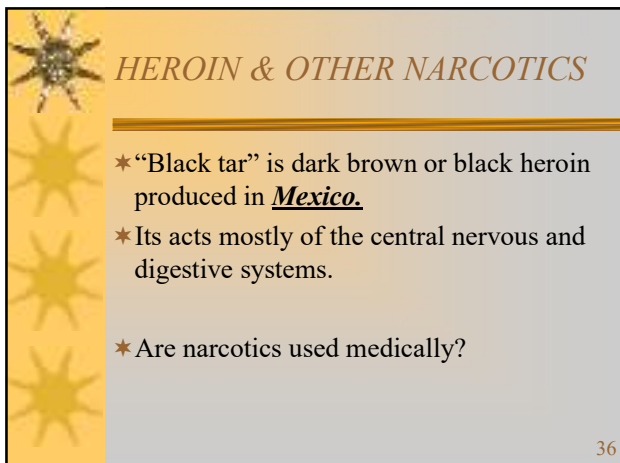
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 *HEROIN & OTHER NARCOTICS*

*Heroin cannot be ***prescribed*** in the U.S., but the medical uses of other narcotics is widespread. Synthetic Opioids.

- Morphine Codeine
- Dilaudid Demerol
- Percodan Vicodin
- Methadone Fentanyl

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 *HEROIN & OTHER NARCOTICS*

*Narcotics affect:

- Autonomic nervous system
- Sedation
- Euphoria
- Tolerance
- ***Dependency***

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 *HEROIN & OTHER NARCOTICS*

*Heroin is generally ***injected*** or inhaled.


- It can also be mixed with tobacco or marijuana and smoked.
- It may also be heated and burned releasing fumes that can be inhaled.

*Injection (“mainlining”), in addition to producing a “rush”, is an ***economical*** route of administration.

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HEROIN & OTHER NARCOTICS

*Heroin abusers often use other drugs as well.

- They may ***“speedball”***, taking cocaine or methamphetamine with heroin, or use alcohol, marijuana, or tranquilizers to enhance and blunt effects of withdrawal.

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HEROIN & OTHER NARCOTICS

*Symptoms of Use:

- Euphoria; lethargy; lack of motivation; drowsiness; slowed pulse; constricted pupils; flushing of skin on face, chest and neck; constipation; needle marks on extremities; abscesses at injection sites.

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HEROIN & OTHER NARCOTICS

*Symptoms of Overdose:

- Shallow breathing; slowed pulse; clammy skin; pulmonary edema; respiratory arrest; convulsions; coma; possible death.

*Symptoms of Withdrawal:

- Runny nose; teary eyes; excessive yawning; goose bumps; diarrhea; tremors; chills; shakes; muscle jerks; sweating; cramps; nodding sleep.

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CONTACT

*Like with any other contact with a chemical substance wash the site with soap and water.

- DO NOT TOUCH YOU FACE OR OPEN CUTS
 - Possible absorption mouth, nasal, open sores.
- WEAR GLOVES WASH CLEAN
 - GO TO CLINIC

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WHAT CAN I DO?

*Naloxone, Narcan is a life-saving medication that can reverse the effects of opioid overdose and save lives.

*It is available in all 50 states and can be purchased from a local pharmacy without a prescription in most states.

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INHALANTS



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 *INHALANTS*

- *They are **easy** to get hold of, even for kids.
- *They produce a quick **temporary** high; lightheadedness; and euphoria when their fumes or gases are breathed and absorbed into the body through the lungs.

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 *INHALANTS*

- *The high is compared to the **sensation** of being drunk.
- *It tends to last for only a **short time**, from a few minutes to 3/4 of an hour.
- *It may be followed by **after-effects** like those of an alcohol hangover.

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 *INHALANTS*

- *The average age at which adolescents first try these drugs is 13.
- *One eight grader in five has used them.
- *They are readily available and cheap.
- *They also serve as a **gateway** to other, stronger drugs.

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 **INHALANTS**

★ There are three main types of inhalants.

- **Organic** solvents.
 - Gasoline, lighter fluid, spray paint, paint thinners, hair spray, nail polish removers, airplane glue, deodorant spray, and felt tip markers.
 - These are the easiest to obtain and the most dangerous to abuse.
- **Nitrites.**
 - Amyl nitrite, Butyl nitrite, room odorizers

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 **INHALANTS**


- **Nitrous Oxide** -- “laughing gas”
 - Used to make whipped cream.

★ Repeated use tends to produce increased **tolerance** to the drugs and larger doses are needed to achieve the same results.

★ Heavy doses in turn increase the risk of permanent **brain** damage.

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 **INHALANTS**

★ Signs of Use:

- A sweetish, chemical smell on clothes or body.
- Inflammation of the nostrils.
- Poor appetite and loss of weight.
- Pale, bluish skin.
- Watery, bloodshot eyes with dilated pupils.
- **Slow, slurred** speech.
- Clumsy, staggering gait, and drunken appearance.

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INHALANTS

- *Symptoms of Overdose:
 - Liver, nerve, brain damage; heart failure; respiratory arrest; suffocation; comma; possible death.
- *Symptoms of Withdrawal:
 - Anxiety; agitation; antisocial behavior,

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LSD, PCP, & OTHER HALLUCINOGENS



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LSD, PCP, & OTHER HALLUCINOGENS

- *The term hallucinogen is used to describe naturally occurring or synthetic drugs taken primarily for the ***distorting*** effects they have on the user’s perceptions.
- *The effects range from mild sensory distortion to hallucinations, paranoia, and delirium.

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 *LSD, PCP, & OTHER HALLUCINOGENS*

- * LSD (d-lysergic acid diethylamide) or “ACID” is the best known.
- * LSD is generally taken orally and in very small doses - about one-tenth of a milligram.
- * Most often found in small squares of impregnated paper.

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 *LSD, PCP, & OTHER HALLUCINOGENS*

- * Physical effects of LSD may include:
 - dilated pupils, high temperature, rapid heartbeat, increased blood pressure, and tremors.
- * Psychological effects can last for 12 hours (tripping, tracking, psychedelic).
- * The drug can impair judgement and the ability to recognize immediate danger.
- * Flashback hallucinations.

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 *LSD, PCP, & OTHER HALLUCINOGENS*

- * Phencyclidine (PCP, or angel dust) is a synthetic drug developed in 1959 as an anesthetic.
- * Then used as a veterinary tranquilizer.
- * In its pure form, PCP is a white, crystalline powder.
- * It is usually smoked, can also be taken orally, snorted or injected.

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*LSD, PCP, & OTHER
HALLUCINOGENS*

- *PCP is sold in capsules, tablets, powder and liquid.
- *Most often it is **sprinkled** on a leafy substance and then smoked in rolled cigarettes.
- *The effects of PCP can be **unpredictable** and are often severe.

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*LSD, PCP, & OTHER
HALLUCINOGENS*

- *Users often display dramatic mood swings, prone to anxiety, paranoia, aggressiveness and lowering of the **pain** threshold.
- *Psychotic episodes can last several **days**, and it may take as long as two weeks to recover.

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*LSD, PCP, & OTHER
HALLUCINOGENS*

- *Mushrooms, etc.
 - Psilocybin is a chemical found in certain type of mushrooms native to Mexico.
 - **Mescaline** is the psychoactive ingredient extracted from the peyote, or mescal cactus.
 - These substances all have effects similar to LSD's but are considerably **less potent**.

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LSD, PCP, & OTHER HALLUCINOGENS

*“Rave Drugs”

- “Ecstasy” MDMA, is a synthetic *“designer drug”* chemically close to amphetamine, with both stimulant and hallucinogenic properties.
 - The drug’s stimulant effect encourages overactivity but also may prompt anxiety, depression, panic, and paranoia.
 - Prepared as a *powder*, it comes in both tablet or capsule form and is usually taken orally.

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LSD, PCP, & OTHER HALLUCINOGENS

- “Special K”
 - A potent hallucinogen similar to PCP.
 - It is *smoked* like PCP.
 - Effects generally lasts from half an hour to two hours.
 - It may induce hallucinations, distort perceptions of time and space, and threaten the user’s sense of identity.
 - Like PCP it can cause respiratory arrest.

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LSD, PCP, & OTHER HALLUCINOGENS

*Symptoms of Use:

- Visual hallucinations; disorientation; confusion; paranoid delusions; euphoria; anxiety; panic; increased pulse rate.

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LSD, PCP, & OTHER HALLUCINOGENS

- *Symptoms of Overdose:
 - Agitation; extreme hyperactivity; violence; hallucinations; psychosis; convulsions; possible death.
- *Symptoms of Withdrawal:
 - Minimal, may have flashbacks.

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MARIJUANA



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MARIJUANA

- *Marijuana has been around for a long time.
- *Its source, the ***hemp plant*** (*cannabis sativa*), has been cultivated for more than 2000 years.
- *The amount ***THC*** in marijuana determines the drug's strength.

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 **MARIJUANA**

- * In 1974, the THC content averaged less than 1%.
- * By 1994, the average rose to 4%.
- * **Hashish**, a resin made from flowers of the female plant, may have THC levels five to ten times high than crude marijuana.

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 **MARIJUANA**

- * Marijuana and other **cannabis** products as usually smoked.
 - It can also be brewed into a tea or mixed in baked products.

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 **MARIJUANA**

- * Moderate doses induce a sense of well-being and a state of **relaxation** that encourages fantasies, makes users highly suggestible, and distorts **perceptions**.
- * First time users may feel nothing at all.
- * **Effects** are generally felt within a few minutes and peak in 10 to 30 minutes.

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 **MARIJUANA**

- * Other effects:
 - Dry mouth and throat.
 - Increased heart rate.
 - **Impaired** coordination and balance.
 - Delayed reaction time.
 - Diminished short-term memory.
- * Most of the short-term effects wear off within two or three hours.
- * The drug itself can **linger** for days and weeks.

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 **MARIJUANA**

- * Marijuana use reduces **learning** ability.
- * It also affects hormones.
- * Marijuana is a “gateway drug”.

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 **MARIJUANA**

- * Symptoms of Use:
 - Relaxation; talkativeness; lowered inhibitions; loss of concentration; incoordination; euphoria; mood swings; increased appetite; dryness of mouth; increased pulse rate.

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MARIJUANA

- *Symptoms of Overdose:
 - Fatigue; paranoia; delusions; hallucinations; possible psychosis.
- *Symptoms of Withdrawal:
 - Loss of appetite; restlessness; irritability; insomnia.

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MARIJUANA

- *AB 2188 Goes into affect 1/1/2024.
 - Prohibits employers from using hair, blood, urine or other bodily fluids to test only non-psychoactive cannabis, the stuffs that lingers for weeks.
 - Employers can still test employees for active cannabis use. THC and impairment test are still OK.

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MARIJUANA

- *Can you Test for use?
 - Yes BUT in needs to be written into company policy and testing actively. Don't just test willy nilly. It needs to be fair and random.
 - Impact on Testing
 - AB 2188 allows employers to continue to utilize drug testing, so long as the methods used do not screen for “nonpsychoactive cannabis metabolites.”

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 *MARIJUANA*

- *Employers should take note that most drug tests currently relied on, however, do exactly that.
- *FAA and Security Clearance can still test, FEDERAL.

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 *STIMULANTS*



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 *STIMULANTS*

- AMPHETAMINE
 - Speed - Uppers - Ups - Dexies -
 -
- METHAMPHETAMINE
 - Meth - Crank - Crystal - Ice --

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STIMULANTS

- *It is a central nervous system stimulant.
- *Tolerance develops rapidly, thereby requiring larger doses each time.
- *Like cocaine, it's a powerful "upper", but the effects last longer (cost is about the same).

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STIMULANTS

- *Can be swallowed, smoked, snorted, or injected or "speedball" with heroin.
- *Users get very high very rapidly and want to recapture the feeling as soon as the it begins to fade.

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STIMULANTS

- *Users often become agitated and feel "wired", behavior is unpredictable.
- *Some feel compelled to repeat meaningless tasks.
- *As it leaves the system, one begins to "crash".
- *Stimulant psychosis can develop.

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STIMULANTS

***Symptoms of Use:**

- Agitation; excessive activity; argumentativeness; euphoria; raised pulse and blood pressure; insomnia; loss of appetite; sweating; dry mouth and lips, foul breath; hallucinations.

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STIMULANTS

***Symptoms of Overdose:**

- Cardiac arrhythmias; headache; convulsions; hypertension; rapid heart rate; coma; possible death.

***Symptoms of Withdrawal:**

- Voracious hunger; muscular aches; abdominal pain; chills; tremors; prolonged sleep; exhaustion; depression.

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DEPRESSANTS



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DEPRESSANTS

- * This group of drugs acts as a ***depressant*** on the central nervous system, producing a calming effect or sleep.
- * Also known as “downers”, include sedatives/hypnotics, tranquilizers, anti-anxiety drugs and alcohol.
- * Depressants are highly ***addictive***.

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DEPRESSANTS

- * **Barbiturates**
 - Seconal, Nembutal, Amytal, Phenobarbitol, etc.
- * **Benzodiazepines**
 - Valium, Librium, Serax, etc.
- * **Chloral Hydrate**
 - Noctec, “Knock-out-Drops” with alcohol.

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DEPRESSANTS

- * **Symptoms of use:**
 - Similar to alcohol: relaxation; lack of concentration; loss of inhibitions; incoordination; drowsiness; slurred speech; confusion; staggering; sleep.
- * **Symptoms of Overdose:**
 - Shallow respiration; cold, clammy skin; dilated pupils; weak and rapid pulse; hypotension; coma; possible death.

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PRESCRIPTION DRUGS

- * Don't forget about prescription and over-the-counter drugs.
 - Their use must be reported to their supervisor.

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January 1, 2018 "It's Legal"

- * The passage of Prop 64 allows adult recreational use of marijuana.
- * However, Prop 64 ALSO states explicitly that it is intended to "allow public and private employers to enact and enforce workplace policies pertaining to marijuana."

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Prop 64 continued

- * Contains specific language that allows California employers to develop or maintain drug-free workplace policies.
- * Allows pre-employment screening, if all applicants are screened.
- * Allows random testing for employees who perform safety-sensitive jobs (adding chemicals?).

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Policy Review Needed

- *Review existing policies to include marijuana.
- *Remind employees about the Company's drug-free workplace policy and practices. But also specify that marijuana is also prohibited.
- *Retrain employees on an annual basis.

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SHOULD BE PART OF IIPP

- * A drug-free workplace policy should be part of your Injury & Illness Prevention Program.
 - Rules and standards of conduct.
 - Prescription of Over-the-counter Drugs
 - Drug Screening
 - Employee Assistance Program
 - Enforcement

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DECEMBER 20, 2023

- *HAZARDUS WASTE GENERATOR MAKE-UP

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