



Drugs and Alcohol In The Workplace
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- ❖ **19.5 million Americans currently use illicit drugs**
- ❖ **12.4 million of these are employed full time or part time**
 - 8.2 % of full time workers are current users
 - 10.5% of part time workers are current users
- ❖ **20% of young adults (18-25 years old) currently use illicit drugs**
 - 75% of callers to the National Cocaine Helpline admit to having used drugs on the job



- ❖ **7.7 million people (3.3 % of the population) needed treatment for a diagnosable drug problem (excluding alcohol).**
- ❖ **Only 1.4 million received treatment. 82% did not believe they needed treatment.**

Worker's Compensation Costs

- **Users have 50% higher worker's comp costs**
- **Users receive 10.5 times greater payments**

Attrition

- **5.7% of users have changed jobs more than 3 times in the last year vs 2.3% of non-users**
- **Users are 77% more likely to be discharged within 3 years of hiring**
- **Users have 47% higher rate of involuntary turnover**



- ❖ 11.6% of users have missed more than 2 days of work in the last month due to illness or injury vs 6.5% of non-users.
- ❖ 6.5% of users have skipped more than 2 days of work in the last month vs 4.4% of non-users
- ❖ **Users are absent from work 59% more frequently than non-users**
- ❖ **Users are twice as likely to use excessive leave time**
- ❖ Users have a 3.5 times higher absenteeism rate

Productivity

- **Users have 33% lower productivity**
- 64% report that drugs have adversely affected their job performance

Health Insurance

- **Users have 200% higher medical costs**
- **Users have 8.5% times more medical claims**
- 30% of those who sought treatment for illicit drugs problems last year had the costs covered by private health insurance (as opposed to public funds or personal savings)



- **44% admit to having sold drugs to fellow employees**
- **18% say they have stolen from coworkers to pay for their drug habit**

Testing Process

- **Review company policy and testing procedures.** Document that you did this.
- **Do NOT allow the employee to drive on their own. A supervisor or manager must transport the employee to the testing facility. Arrange for transportation home as well.**
- **The employee should not be left alone at the testing facility,** nor should the employee ever be out of sight.
- **Company policy should address consequences if the employee refuses** to take the test or if they cannot produce a sample.
- **Employees should be given** notice of the test results and an **opportunity to explain positive results** with a medical review officer.
- If the company allows a second test, should also be discussed.
- **Results will be reported to the designated employer representative.**



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Consequences of Failed Test

- **Return to Work**
- **Last Chance Agreement**
- **EAP Referral**
- **Other Disciplinary Action**
 - **Leave**
 - **Transfer**
 - **Suspension**
 - **Termination**
- If employee returns to work, continue to monitor and document behaviors and other indicators.



If Results are Negative

- Employee may have used **an adulterant**
- Employee **may not have had enough in their system** for detection
- Behavior **may not be the result of drug use**
- Address performance issues and state expectations
- Consider fitness for duty referral**
- Continue to monitor and document
- Monitor other employees to **minimize gossip** and retaliation

Common Mistakes

- Not consistently following and enforcing the company's policy**
- Letting the employee drive on their own**
- Basing reasonable suspicion on hearsay**
- Inappropriate testing procedures**
- Failing to maintain confidentiality**



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Detection Periods for Drugs

THC (Marijuana)

- 1 Joint – 2 Days
- 3 Times /week – 2 Weeks
- Daily – 3-6 Weeks
 - * Body fat has impact on duration

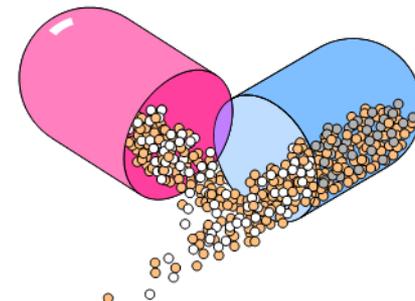




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How Long Do Drugs Stay Detectable in urine

Amphetamine/Methamphetamine	48 hours
Barbiturates	24 hours
Cocaine	2-3 days
Codeine	48 hours
Marijuana	3 days (single use) 10 days (heavy user) 21-27 days (chronic heavy smoker)
Phencyclidine (PCP)	8 days





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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.

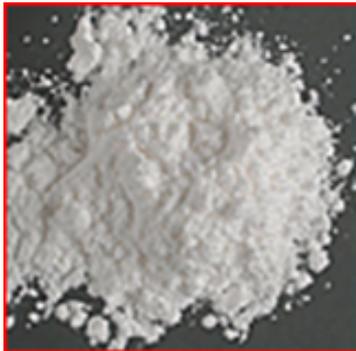
Marijuana



Amphetamines/Methamphetamines



Cocaine



Opiates (Heroin)



Phencyclidine (PCP)





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Methamphetamines

Street Names:

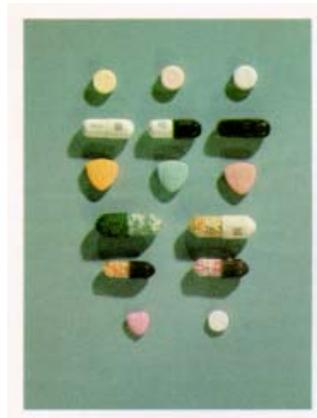
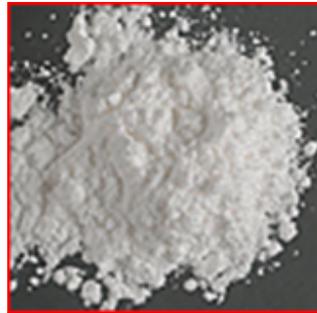
Crank, Crystal, Speed

Looks Like:

White powder, pills, rock resembling a block of paraffin

How Taken:

Orally, injected, inhaled





- Discovered in 1920
- Used as an Over the Counter (OTC) bronchial dilator
- 1937 found to reduce activity in hyperactive children
- During WWII given to soldiers on both sides of the battle field to increase efficiencies
- Weight loss



Methamphetamines

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

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

Also contains many of these ingredients:

- Red Phosphorous

- Lighter Fluid

- Drano

- Acetone

- Ether

- Freon



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 is cold



Signs and Symptoms:

- Rapid, irrational and slurred speech
- Grinding their teeth
- Runny nose
- Sometime 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



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 mites



Meth mouth



METH-A-MORPHOSIS





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Results of Meth Use



Street Names: *Coke, Snow, Nose Candy, Flake, Blow, Big C, Lady, White, and Snowbirds*

Looks Like: *White crystalline powder*

How Taken: *Inhaled, injected*



Drug Facts - Cocaine

- From the coca plant, chewed for thousands of years
- 1916 coca cigarette “guaranteed to lift depression”
- 1886 used in tonic called Coca Cola – cure for all nervous afflictions
- Until 1903, typical glass of coca cola contained 60 mg of 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

❑ 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*

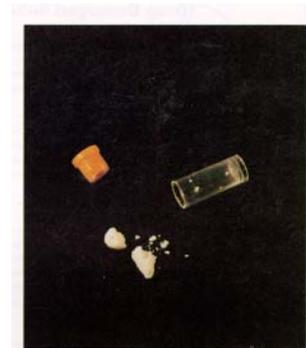


Crack Cocaine

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

Many time 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, stew, and other goodies*



Marijuana





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Drug Facts - Marijuana

- It is going to change current company drug policies
- Medical / Recreational / Safety Sensitive
- Still illegal at Federal Level

❑ 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



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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.)



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Medical Marijuana in the Workplace

On September 8, 2016, the State of Ohio approved House Bill 523 which legalized marijuana for medical use

The State Medical Board of Ohio is responsible for certifying licensed physicians who will be able to prescribe it.

Currently, there are 56 certified dispensaries in Ohio

To qualify, your prescription will be just for one year but you can only purchase one 90-day supply at a time.



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Medical Marijuana in the Workplace

In order to qualify for medical marijuana you need to be diagnosed with one of the following diseases:

- Aids
- Amyotrophic Lateral Sclerosis
- Alzheimer's disease
- Cancer
- Chronic traumatic encephalopathy
- Crohn's disease
- Epilepsy or another seizure disorder
- Fibromyalgia
- Glaucoma
- Hepatitis C
- Inflammatory bowel disease
- Multiple sclerosis
- Pain that is either chronic and severe or intractable
- Parkinson's disease
- Positive status for HIV
- Post-Traumatic stress disorder
- Sickle cell anemia
- Spinal Cord disease or injury
- Tourette's syndrome
- Traumatic brain injury
- Ulcerative colitis



Medical Marijuana

Also, employers retain the right to take adverse action against employees and applicants who use, possess or distribute medical marijuana.

Area of concern: If an employer prohibits employees from the use of prescribed medical marijuana, are they **in violation of the American with Disabilities Act (ADA)**.

ADA prohibits employers from discriminating against qualified individuals on the basis of a disability and requires them to provide reasonable accommodation.

Due to the fact that Medical Marijuana is generally prescribed to individuals who have medical conditions recognized under ADA that need to allow accommodation (seizures), do we need to accommodate for it's use?



Medical Marijuana

Because under **FEDERAL law**, marijuana remains a prohibitive **schedule I** substance **which is illegal**, courts have generally found that employers are not required to accommodate for the use of medical marijuana under ADA. **BE CAREFUL!**

EMPLOYER'S RESPONSIBILITIES

- Develop and review policies based upon state regulations and initiate updates where appropriate.
- Review and designate job descriptions related to safety sensitive positions.
- Communicate and document discussions with employees regarding drug screening and consequences of drug use as it relates to their job.
- **Continue to obtain legal advise regarding ever changing ADA regulations.**
- **Treat all employees the same.**

Cannabidiol (CBD)

- ❖ Primary component of cannabis. We know most about the oil form.
- ❖ 85 compounds in cannabis plant.
- ❖ CBD and THC most prominent
- ❖ CBD will not get you high
- ❖ CBD has many natural benefits for the following conditions:

Pain

Epilepsy

Multiple Sclerosis

Amyotrophic Lateral Sclerosis (ALS)

Parkinson's

Acne

Psoriasis

Depression

Bacterial Infection

Diabetes

Nausea

Arthritis

Migraines

PTSD

Autism

CBD FACTS

- CBD oil can come from both marijuana and hemp
- Hemp CBD usually has such low levels of THC they are unlikely to produce a positive THC test
- Ohio just passed a bill allowing cultivation and sale of CBD products derived from hemp. These products must not contain $> 0.3\%$ THC.
- CBD products with $>0.3\%$ THC must be obtain via the medical marijuana process.
- In order for a CBD product with $<0.3\%$ THC to test positive, one would have to consume 1000-2000 mg of the product.
- Advice to employees: If you are unsure of the hemp product you want to use, “DON’T TAKE IT”



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CBD Video

- <https://m.youtube.com/watch?v=5kNQ3m3J7Xc>

OPIOID FACTS

- From 1999-2017 more than 700,000 people in the US have died from a drug overdose.
- In 2017, **more than 70,200** drug overdose death occurred due to an opioid.
- On average, **130 Americans die every day from an opioid overdose**. Death involve both men and women, all races and all ages.
- Opioids bind to areas of the brain that control pain and emotions. They drive up dopamine and produce intense euphoria.
- The major cause of our opioid epidemic is most likely due to legal pain killers like Oxycodone and Hydrocodone prescribed by physician.

Drug Facts - Opiates

- Not a new problem.
- In the mid-1800s multiple medications contained opiates causing an epidemic and the creation of the first Food and Drug law

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)

❑ Effects:

- The physical effects of opiates depends 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
- Convulsion, 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, irritability, insomnia, and tremors. These symptoms are usually worse 24-72 hours after onset, and can last from 7-10 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.

Fentanyl

Fentanyl is a powerful synthetic opioid analgesic that is similar to morphine but is 50 to 100 times more potent. Prescribed for post surgical pain.

59% of all opioids related deaths are related to Fentanyl

Powder, dropped on blotter paper like candies, in eye droppers or nasal sprays or made into pills that look like real prescription opioids.

Illegal fentanyl is mixed with other illegal drugs

Fentanyl works by binding to the body's opioid receptors. Its effects include extreme happiness, drowsiness, nausea, confusion, constipation, sedation, tolerance, addiction, respiratory depression, and arrest, unconsciousness, coma, and death.

Fentanyl

The high potency of fentanyl greatly increases risk of overdose, especially if a person who uses drugs is unaware that a powder or pill contains it.

They can underestimate the dose of opioids they are taking, resulting in overdose.

Naloxone is a medicine that can be given to a person to reverse a fentanyl overdose. Multiple naloxone doses might be necessary because of fentanyl's potency.



Carfentanil or Carfentanyl

- ❖ Synthetic opioid
- ❖ 100 x more potent than Fentanyl
- ❖ 10,000 x more potent than Morphine
- ❖ Used to sedate elephants
- ❖ So potent that when veterinarians handle it, they must wear protective gear, so as to not breath it in or absorb it through their skin.

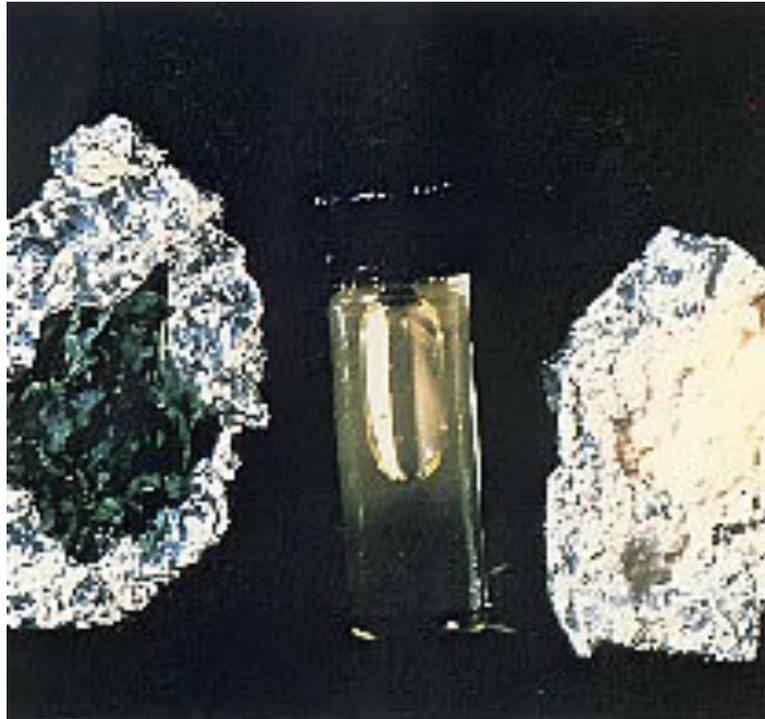


PCP - Phencyclidine

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)





- Angel Dust
- 1957 first use as an anesthetic drug
- Soon found patients had psychotic reaction to it
- Now, used to lace marijuana to increase it's effectiveness

❑ The effects of PCP are:

- Altered states of consciousness
- Disorientation, confusion, and memory loss;
- Highly unpredictable, and bizarre or **violent behavior**;
- Extreme agitation;
- Impaired driving ability; and
- Increase tolerance for pain

- 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.

Drug Facts - MDMA

- Psychedelic Hallucinogen
- Top most party drug in the USA.
- First invented by Merck as appetite suppressant.
- Can be used orally for quick effect known anal “plugging”

Ectasy MDA MDEA

Stimulant
Hallucinogenic

Designer Drugs

Amphetamines like rush that last 20-40 minutes

When combined with physical activity such as dancing, it can lead to hyperthermia, dehydration, increased blood pressure, stroke and death.

Popular at “RAVE” parties



- ❑ **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)



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 judgement, 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

Immediate Effects of Alcohol

- Odor on breath
- Initial stimulation, followed by depressed nervous system
- Flushed skin
- Glazed appearance of the eyes
- Slowed reaction time
- Impaired motor skills
- Difficulty focusing





❑ **Stays in the body for up to 24 hours**

❑ **Effects:**

Blood Alcohol Concentration = BAC

- Body processes .015 BAC per hour
- BAC = 0.10 Simple reactions, such as braking are 11% slower
- BAC = 0.15 Complex reactions, such as braking, steering and shifting are 41% slower
- BAC = 0.5 Usually fatal

Blood Alcohol Levels

- .02 Mellow feeling, less inhibited, body warmth
- .05 Noticeable relaxation, impaired coordination
- .08 Limit for DUI, impaired judgement
- .10 Noisy, embarrassing behavior, mood swings
- .15 Impaired balance, clearly drunk
- .30 Many pass out
- .40 Most pass out, some die
- .50 Breathing stops, many die





Blood Alcohol Levels Men

Approximate Blood Alcohol Levels for MEN

Drinks	100 lbs	120 lbs	140 lbs	160 lbs	180 lbs	200 lbs	220 lbs	240 lbs	Physical and Mental Impairments
1	0.05	0.04	0.03	0.03	0.03	0.02	0.02	0.02	Thought, concentration, coordination and judgment affected
2	0.07	0.06	0.05	0.05	0.04	0.04	0.03	0.03	
3	0.11	0.09	0.08	0.07	0.06	0.06	0.05	0.05	Reflexes, reasoning, depth perception, and peripheral vision impaired
4	0.14	0.12	0.11	0.09	0.08	0.08	0.07	0.06	
5	0.18	0.16	0.13	0.12	0.11	0.09	0.09	0.08	
6	0.22	0.19	0.16	0.14	0.13	0.11	0.1	0.09	Coordination and judgment very impaired; slurred speech, staggering
7	0.26	0.22	0.19	0.16	0.14	0.13	0.11	0.1	
8	0.29	0.25	0.21	0.19	0.17	0.15	0.14	0.13	
9	0.34	0.28	0.24	0.21	0.19	0.17	0.15	0.14	Severe motor impairment, loss of consciousness, memory blackout
10	0.37	0.21	0.26	0.23	0.2	0.18	0.17	0.15	
11	0.4	0.34	0.28	0.25	0.22	0.19	0.18	0.16	
12	0.44	0.37	0.31	0.27	0.24	0.21	0.2	0.18	Dangerous level of intoxication



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Blood Alcohol Levels Women

Approximate Blood Alcohol Levels for WOMEN*

Drinks	100 lbs	120 lbs	140 lbs	160 lbs	180 lbs	200 lbs	220 lbs	240 lbs	Physical and Mental Impairments
1	0.05	0.04	0.03	0.03	0.03	0.02	0.02	0.02	Thought, concentration, coordination and judgment affected
2	0.09	0.08	0.07	0.06	0.05	0.05	0.04	0.04	
3	0.14	0.11	0.1	0.09	0.08	0.07	0.06	0.06	Reflexes, reasoning, depth perception, and peripheral vision impaired
4	0.18	0.14	0.12	0.11	0.1	0.08	0.08	0.07	
5	0.22	0.18	0.16	0.14	0.12	0.11	0.09	0.09	
6	0.27	0.22	0.19	0.17	0.15	0.13	0.12	0.1	Coordination and judgment very impaired; slurred speech, staggering
7	0.31	0.26	0.22	0.19	0.17	0.15	0.14	0.12	
8	0.36	0.29	0.25	0.22	0.2	0.17	0.16	0.14	
9	0.4	0.33	0.29	0.25	0.22	0.19	0.18	0.16	Severe motor impairment, loss of consciousness, memory blackout
10	0.45	0.37	0.32	0.28	0.25	0.22	0.2	0.18	
11	0.49	0.42	0.35	0.3	0.27	0.24	0.22	0.19	
12	0.54	0.44	0.38	0.33	0.3	0.26	0.24	0.21	Dangerous level of intoxication

* Subtract approximately .015 for every hour

One drink = 1.25 oz. of 80 proof liquor, 12 oz beer, 5 oz. wine



Health

So what if I went out last night!

- 2:00 AM – Go to bed with BAC of .19
- 4:00 AM – Sleeping with BAC of .16
- 6:00 AM – Get up for work with BAC of .13
- 7:00 AM – Leaving home with BAC of .115
- 8:00 AM – At work with BAC of .10
- 9:00 AM – Spills coffee with BAC of .085
- 10:00 AM – Still impaired at .07
- 12:00 Noon – Still impaired at .055

- ❑ Volatile Solvents
 - Thinners, removers, cleaning fluids, gas (benzene, toluene), glues, correction fluid, felt markers
- ❑ Aerosols (propellants contain solvents)
 - Spray paints, deodorants, cooking sprays, fabric sprays
- ❑ Gases (i.e. medical gases)
 - Ether, chloroform, nitrous oxide (whipped cream can), butane lighters, refrigerants (Freon)
- ❑ Nitrates (work by dilating blood vessels/relax muscles)
 - Cyclohexyl nitrite, isobutyl nitrite, amyl nitrite (video head cleaner, room deodorizer, leather cleaner, liquid aroma)
 - Used to enhance sexual experience



☐ Signs

- Chemical odors on breathing /clothing
- Paint/stains on face/hands/cloths
- Hidden empty containers/soaked rags
- Drunk/disoriented appearance
- Slurred speech
- Nausea or loss of appetite
- Inattentiveness, lack of coordination, irritability, depression

Synthetic Marijuana (K2, Spice, Serenity, Genie, Hush, etc)

- Ingredient (JWH) impacts cannabinoid receptors
- Dry mouth, light headed, blurred vision, agitation, restlessness, normal pupils, perceptual changes, time distortion, mild anxiety/paranoia, sedation, exhaustion
- Up to 4 times more powerful than marijuana
- March 1, 2011, DEA banned possession and distribution



Other Drugs of Concern

Synthetic Stimulants (Bath Salts, Plant Food, Ivory Wave, Red Dove, Blue Silk, Cloud Nine, and etc)

- Active Ingredients vary: MPDV, Mephedrone, Pyrovalerone
- Cocaine/Meth-like effect including aggression, paranoia, suicide
- Intense cravings, high risk of overdose – increased Emergency Department visits – deaths reported in the US and Europe
- White House has issued Emergency Department alerts – Legislations to ban in multiple states





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Drug Abuse and Mental Illness – Be Careful

Signs of drug use similar to symptoms of mental illness

▪ Depression

- Irritable, angry, sad, anergia, amotivation, anhedonia, problems concentrating, hopelessness

▪ Mania

- Racing mind/speech, irritable, euphoria, grandeur, many started projects, spending

Mental Illness

▪ Psychotic Disorder

- Audio/visual hallucinations, flat affect, depression

▪ Anxiety

- Irritability, fearful, avoidance, panic symptoms, agoraphobia

American with Disabilities Act (ADA)

- Covers Chemical Dependency/Abuse
- Does not cover if test positive



Thank you!
Walter Vieweg, DO