



IU Employee Assistance Program

# Identifying Behavioral Signs and Symptoms of Substance Abuse

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*Manager of the Indiana University Employee Assistance Program where she leads an experienced clinical counseling team and oversees the programming for IU Health, Indiana University, and a variety of other Indiana companies. Susan has served in clinical and leadership roles for thirty years in both hospital and mental health settings. She has experience in the employee assistance field, hospice, home care, hospital social work and addictions work. She is a graduate of the IU School of Social Work for both her bachelor and master's degrees. She is licensed as a clinical social worker and addiction counselor. Born and raised in Indiana, Susan is a Hoosier inside and out. Susan enjoys travel, cooking, the outdoors and time spent with friends and family.*



# Overview

1. Review the scope of the problem
2. Signs and Symptoms of use
2. When to Talk to Someone
3. How to Contact IU EAP

# The Scope

22 million Americans suffer from the disease of addiction

- Only 1 in 10 receive treatment.
- Abuse of tobacco, alcohol, and illicit drugs is costly to our nation exacting over \$600 billion annually in costs related to crime, lost of work productivity and healthcare.
- Dependence on alcohol and drugs is our most serious national public health problem.
- It is prevalent among the rich and poor, in all regions of the country and all ethnic and social groups.
- There are 23.5 million people living in the United States in long-term recovery.

# Signs and Symptoms

# When does substance abuse become an addiction?

1. Continued use despite consequences.
2. Interference with normal life and work events.
3. Loss of a sense of responsibility toward self and others.
4. Using more than intended.
5. Increased tolerance.
6. Withdrawal symptoms when use is stopped.



# Considerations

1. Signs and symptoms may be similar to other Mental Health behaviors.
2. Consider patterns of observable behaviors over time.
3. If it is apparent that there is a substance issue, reach out for help.
4. Often there are mental health issues when substance abuse is present.



# Risk factors for addiction

1. Family history of addiction.
2. Abuse, neglect, or other traumatic events.
3. Mental disorders such as depression and anxiety.
4. Early use of drugs.
5. Method of administration—smoking or injecting a drug may increase its addictive potential.





# Myths

1. You can stop using drugs, if you really want to by willpower.
2. Since addiction is a disease, recovery is not sustainable.
3. Since pain killers are legally prescribed they do not cause addiction.
4. Treatment only works for the voluntary .
5. Binge use is not a concern.
6. Beer and wine are not as potent as liquor.
7. To get help, the addicted person must hit “rock bottom”.



# Physical Signs and Symptoms

1. Bloodshot eyes, pupils larger or smaller than usual.
2. Changes in appetite or sleep patterns.
3. Sudden weight loss or weight gain.
4. Deterioration of physical appearance, personal grooming habits.
5. Unusual smells on breath, body, or clothing.



# Physical signs and symptoms

1. Drowsy, overly relaxed.
2. Confusion, poor judgement.
3. Shaky or unsteady gait.
4. Tremors, slurred speech, or impaired coordination.
5. Needle marks, burns or skin wounds.



# Behavioral Signs and Symptoms

1. Sudden change in friends, favorite hangouts, and hobbies.
2. Attendance and/or performance issues at work or school.
3. Unexplained financial problems; borrowing or stealing.
4. Secretive or suspicious behaviors.
5. Frequently getting into trouble (fights, accidents, illegal activities).
6. Change in other behaviors that are unusual for the person.



# Mental Health Signs and Symptoms

1. Unexplained change in personality or attitude.
2. Sudden mood swings, irritability, or angry outbursts.
3. Periods of unusual hyperactivity, agitation, or giddiness.
4. Lack of motivation; appears lethargic or “spaced out”.
5. Appears fearful, anxious, or paranoid.



# What to look for in the environment

- Suspicion that money is disappearing.
- Misuse of credit cards to purchase internet or other products.
- Pipes or bongs.
- Rolling papers or butts of joints.
- Small medicine bottles, eye droppers.
- Butane lighters, spoons with burn marks.
- Household items out of place.



# Seeking Help & Contacting EAP

# How to talk to someone about their use of alcohol and drugs

1. Make sure the timing is right.
2. Offer help and support.
3. Don't enable it.
4. Don't ignore it.
5. Offer to drive, take the keys, call a cab.
6. Talk to them about what you see and who they become under the influence.





# What not to do

1. Attempt to punish, threaten, bribe, plead or preach.
2. Avoid emotional appeals that may only increase feelings of guilt and the compulsion to use drugs.
3. Make excuses for the drug abuser, cover up or shield them from the negative consequences of their behavior.
4. Take over their responsibilities, leaving them with no sense of importance or dignity.
5. Argue with the person when they are high.
6. Use drugs with them.
7. Feel guilty or responsible for another's behavior.



# Services of an interventionist may help

1. Trained in family work and addictions.
2. Look for someone licensed and experienced.
3. Be sure to include all who care about the individual.
4. Planning is key to a better outcome.



# Things you can do to keep safe

1. Dispose of unused drugs at police stations, tox drop events.
2. Talk to your kids about drugs and alcohol.
3. Model for your kids and be responsible.
4. Do not use other peoples meds of any type: over the counter or prescribed.
5. Get help if you have any concerns for someone or yourself.
6. Talk to your MD, dentist or other health care providers about your pain management preferences and inform if you are in recovery.



# Work considerations

1. Be sure you are aware of and know your drug policy.
2. Talk to a leader if you have concerns for someone.
3. Remember your safety and the safety of others is at risk.
4. Call IU EAP for support and suggestions, treatment and referrals

\* 888-234-8327 or 317-962-3800 \*



# Accessing EAP

# IU EAP

IU Employee Assistance program is a

**CONFIDENTIAL**

Short term supportive counseling service

provided by Indiana University

at no cost to employees



# Issues addressed by IU EAP

1. Grief and loss
2. Depression, anxiety and other mood issues
3. Substance abuse
4. Stress, balance and coping
5. Relationship issues
6. Family concerns
7. Work place concerns
8. Work and life decisions
9. Any concern that is troubling or disruptive or may advance



# IU EAP offers

- Up to 6 free counseling sessions per year for eligible employees and immediate household members.
- Scheduling, phone consults, direction and support Monday through Friday 8 to 4:30 p.m.
- Resource information and direction, referrals to treatment or longer term mental health services.



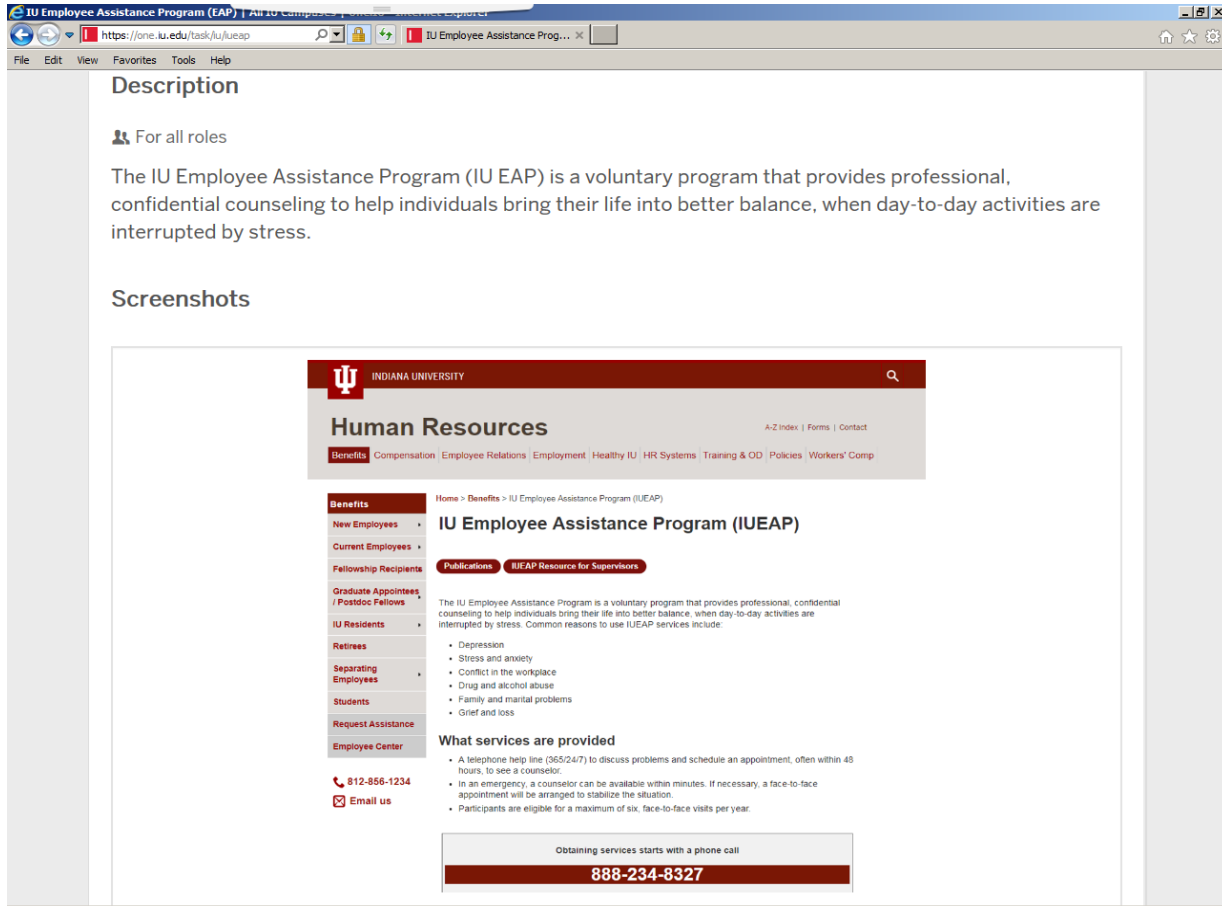


# How to reach out to EAP

1. Call 888-234-8327 or 317-962-3800 for scheduling Monday – Friday from 8 to 4:30 p.m.
2. After hours or weekend urgent needs: Call 888-234-8327 or 317-962-3800 and select option 2 to speak to a crisis counselor who will page the on call EAP counselor. The on call counselor will call you at the number you provided.
3. If your need is an emergency call 911.



# IU Employee Assistance Program



**IU Employee Assistance Program (EAP)** | All IU Employees

https://one.iu.edu/task/iu/ueap


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## Description

For all roles

The IU Employee Assistance Program (IU EAP) is a voluntary program that provides professional, confidential counseling to help individuals bring their life into better balance, when day-to-day activities are interrupted by stress.

## Screenshots



**INDIANA UNIVERSITY**

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## IU Employee Assistance Program (IUEAP)

Publications IUEAP Resource for Supervisors

The IU Employee Assistance Program is a voluntary program that provides professional, confidential counseling to help individuals bring their life into better balance, when day-to-day activities are interrupted by stress. Common reasons to use IUEAP services include:

- Depression
- Stress and anxiety
- Conflict in the workplace
- Drug and alcohol abuse
- Family and marital problems
- Grief and loss

### What services are provided

- A telephone help line (365/24/7) to discuss problems and schedule an appointment, often within 48 hours, to see a counselor.
- In an emergency, a counselor can be available within minutes. If necessary, a face-to-face appointment will be arranged to stabilize the situation.
- Participants are eligible for a maximum of six, face-to-face visits per year.

Obtaining services starts with a phone call

**888-234-8327**

# Questions



# Resources

- IU Employee Assistance Program
  - Free confidential counseling services for full-time IU employees and household members.
    - Call 888-234-8327 for more information.
- Work + Life Substance & Alcohol Use Treatment Resource Webpage
  - <http://go.iu.edu/2aO4>

