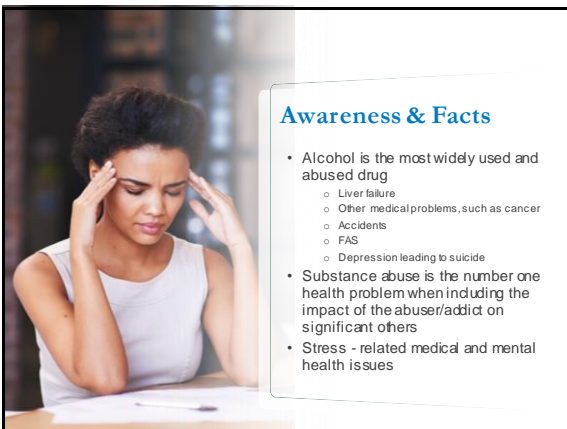


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Impact to the Workplace?

- Absenteeism
- Presenteeism
- Increased accidents
- Increased health care costs
- Lower morale
- Decreased productivity

4



“Legal” Drugs

- Prescription medication
- Alcohol
- Marijuana in some States

Remember...just because these drugs are legal in a State does not mean they should be abused. And associates may not come to work under the influence of marijuana as it is still an illegal drug under federal law.

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Under the Influence

What might you observe if someone is under the influence?

Slurred speak	Slowed reaction time	Low or raspy voice
More talkative	Anxiety/panic	Euphoric
Sweating	Excessive itching	Impaired attention
Unsteady gait	Repressed breathing	Paranoid
Dizziness	Nodding off	Violent
Frequent restroom visits	Runny nose	Hallucinations
Lower or erratic performance	Non-work related visitors	Longer breaks
		More of these behaviors after lunch or break

6

Reasonable Suspicion

- Suspicion shall be based on specific observation of appearance, behavior, speech or body odor.
- Includes symptoms of chronic withdrawal effects.
- Observe. Document. Get another manager or appropriate leader to confirm if possible.
- If it is "reasonably suspected" that the associate is working while under the influence, you may send the associate for drug testing to confirm. Contact the ARRT immediately to begin this process.
- Associates may not be allowed to return to work until the drug testing results are confirmed (this may be 24 hours). HR will work with you to communicate positive/negative drug test results and next steps.

7

Treatment

- Cognitive Behavioral Therapy
- Motivational Incentives
- Motivational Interviewing
- Group Therapy
- Medication

National Institute of Health U.S. Department of Health and Human Services National Institute On Drug Abuse, Drug Abuse, and Behavior: The Science of Addiction, August 2010

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How Your EAP Can Help

- Unlimited telephonic support
- 6 no cost face-to-face counseling visits
- myStrength "the health club for the mind"
- Legal/financial consultations
- Website resources, tools and e-learning

877-361-7974 AnthemEAP.com Login: Anthem



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Remember....

- Safety is paramount
- Involve HR
- Do not let the associate drive themselves home or to a facility if you suspect they are under the influence. Call their emergency contact or arrange transportation.
- Understand that there are symptoms of medical conditions that may mimic someone being under the influence
- Educate your associates about the EAP and how it can help



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Anthem Inc's Policy

Have you read the policy?
Do you know where to find it?

The Pulse >>HR Policies>>Alcohol and Drug-free Workplace

Review of policy

Reporting a concern:
If you observe or have knowledge of a possible violation of this policy, whether by an associate or others, you are expected to promptly report the violation to the ARRT.

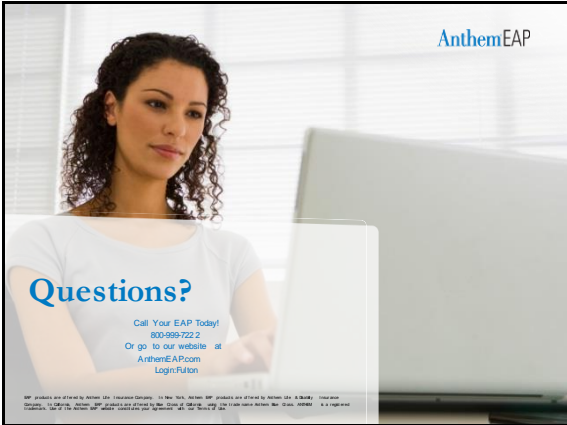
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QR CODE FOR EVALUATION



AnthemEAP

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