

SUBSTANCE ABUSE & ADDICTION IN THE WORKPLACE

Substance use creates a change in the brain's structure causing individuals to have intense cravings, changes in personality, abnormal moments, and behaviors. When a person has developed an addiction to a substance they can build a tolerance to it. Resulting in more consumption of the substance to achieve the same effects.

Common Substance Addictions

- Alcohol
- Marijuana
- Hallucinogens
- Inhalants
- Sedatives
- Stimulants
- Tobacco
- Opioids

Recognizing the Signs in the Workplace

Individuals with substance use disorder (SUD) will often downplay their unhealthy behavior or get caught lying about certain actions and behaviors. This is an open door to observe the signs, and offer support since it's important to remember that addiction does not discriminate and can affect anyone.

Signs of SUD may include:

- Excessive substance abuse
- Showing up to work looking unwell
- Fractured relationships with coworkers
- Associating with other substance users

Risk factors such as genetics and stressors can contribute to mental health issues, like anxiety, depression, and PTSD. Someone



struggling with a mental health issue may turn to substances as a form of self-medication. Therefore, creating self-awareness and seeking help will allow the individual to effectively treat the root issue and adopt healthier ways to navigate the situation.

Conclusion

If you're concerned, speak up, if you're struggling accept the help. Addiction and substance abuse is a stigmatized issue, but education and understanding will allow you to respond appropriately.

RECOGNIZE