

UNDER THE BRIDGE

The “new” face of addiction

*Chemical Dependency is estimated to cost U.S. employers \$276 billion a year. Three-fourths, or 76 percent, of people with a drug or alcohol problem **are currently employed.***



Substance Abuse and Mental Health Services Administration (SAMHSA)



The “ New” Addict

❑ High Accountable Professional (HAP)

10-15%



“ I believe that we are solely responsible
for our choices, and we have to
accept the consequences of every deed,
word, and thought throughout our lifetime “



The Employer

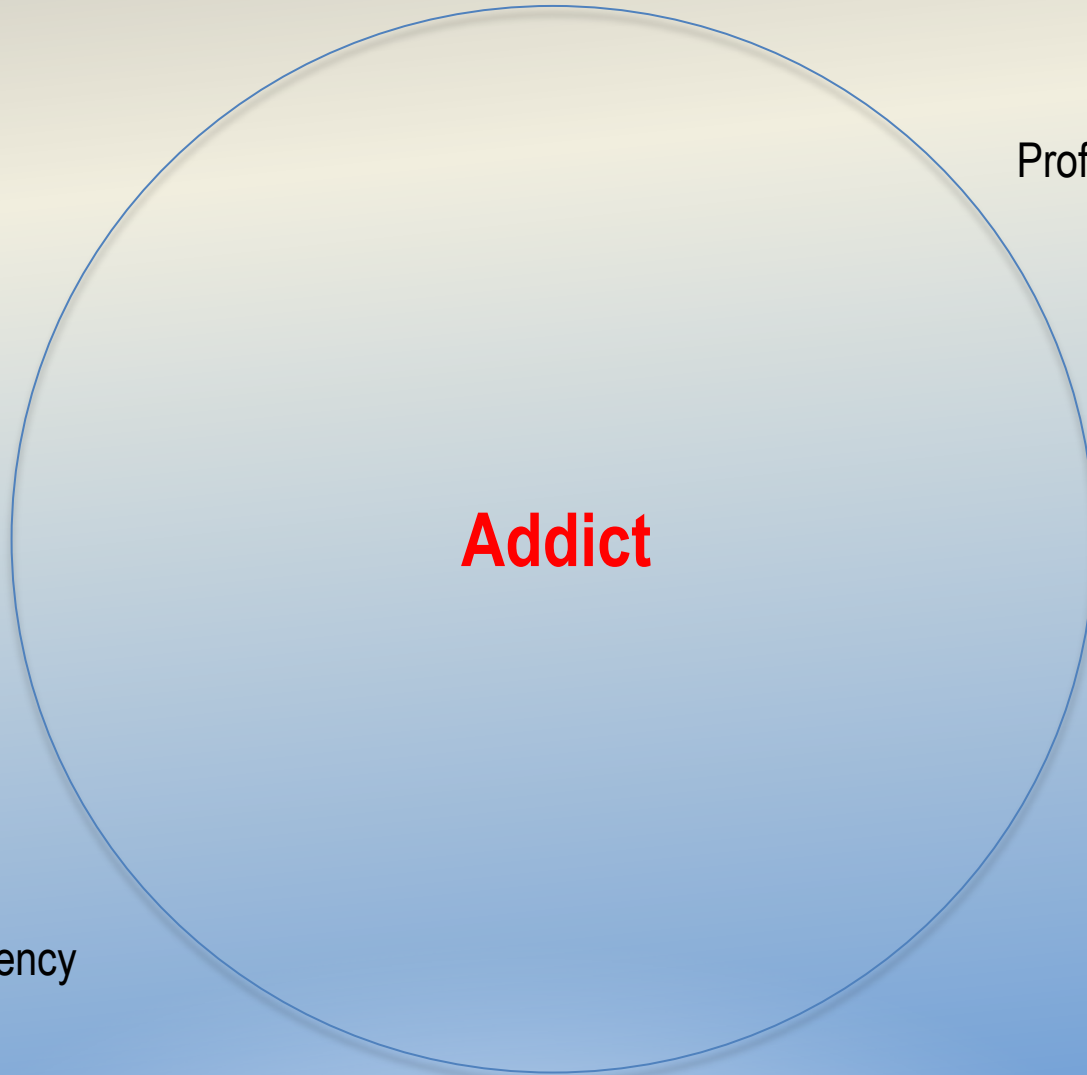
Diagnosis and
Treatment

Professional licensing
Agency

Addict

Monitoring Agency

Law enforcement



“TO DEFEAT YOUR ENEMY, YOU MUST KNOW YOUR ENEMY” –SUN TZU

HIERARCHY of SURVIVAL

1. ALCOHOL



2. FOOD



3. WATER



4. SLEEP



Comparative levels of dopamine release

food

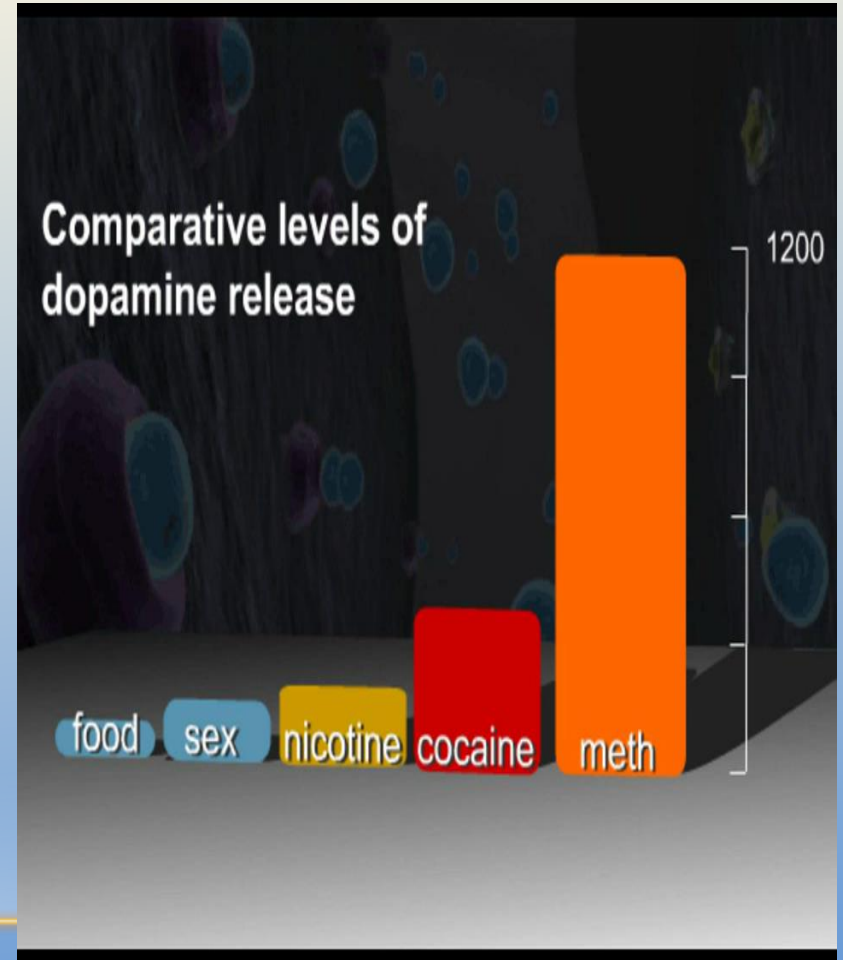
sex

nicotine

cocaine

meth

1200



ADDICTION **FACTS**

- 1) Addiction is a **PRIMARY** disease
- 2) Addiction is **PROGRESSIVE** if untreated
- 3) Addiction is **CHRONIC**
- 4) Addiction is ultimately **FATAL**



***“ Although the initial
act of ingestion or
participation of use is
voluntary, cessation of
the habit **is not** ”***



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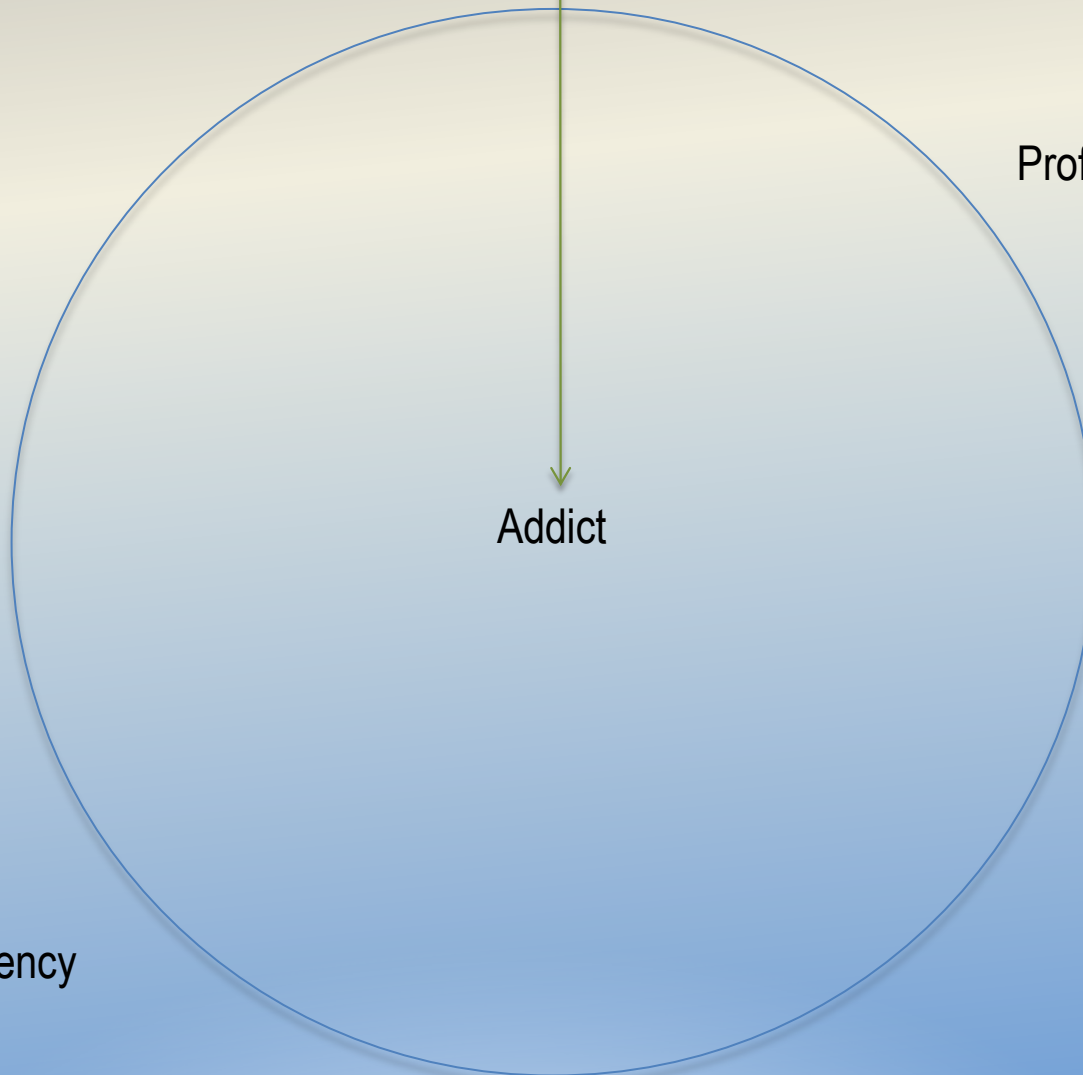
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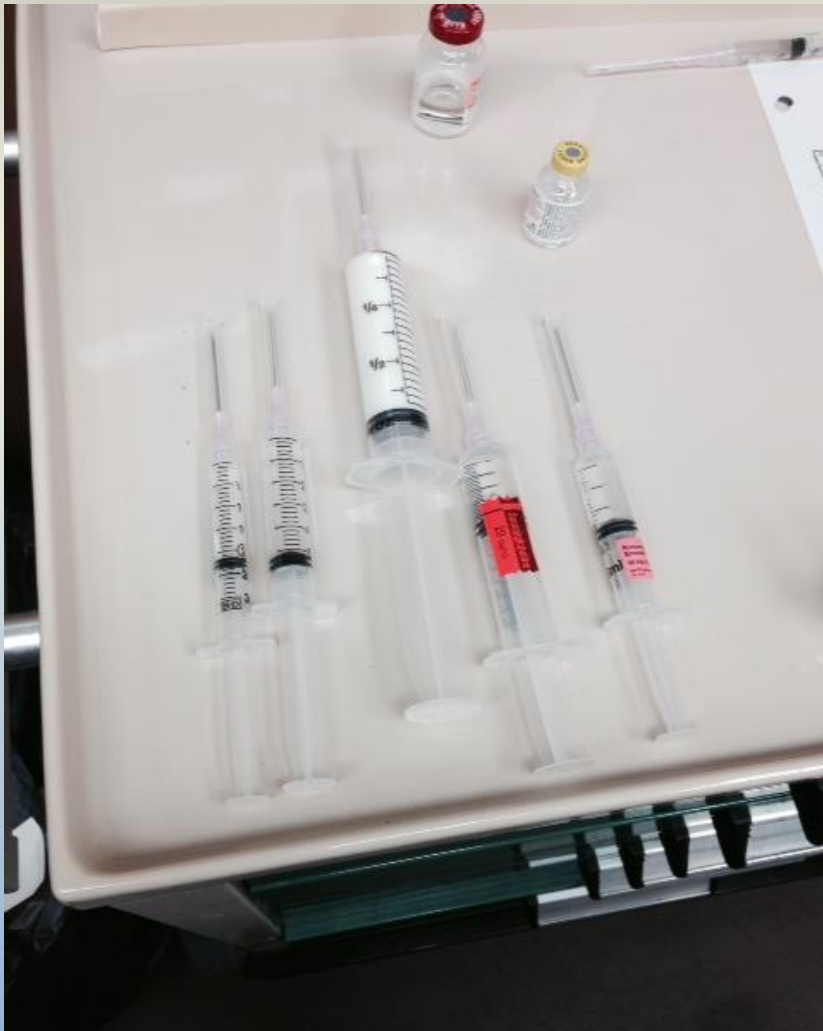
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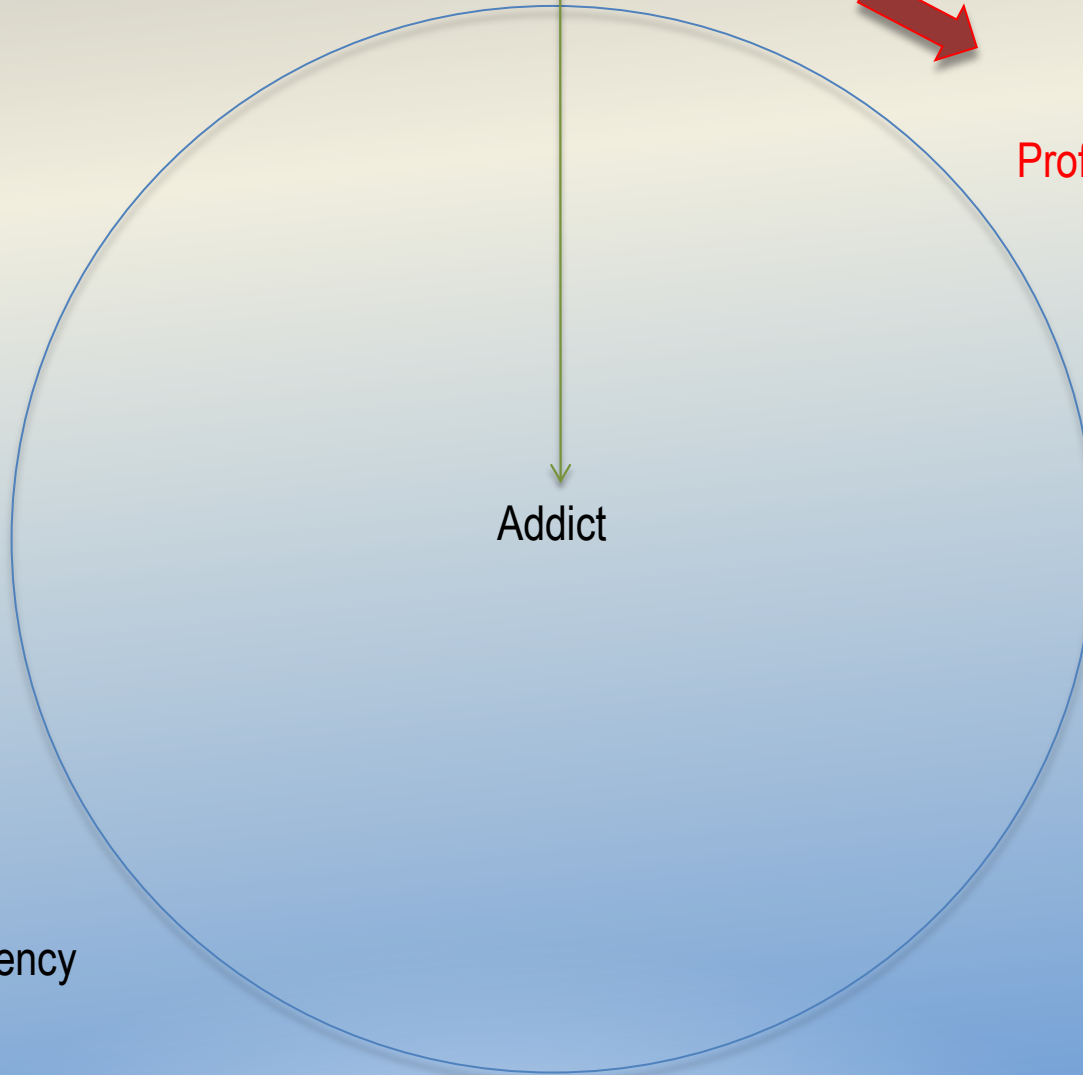
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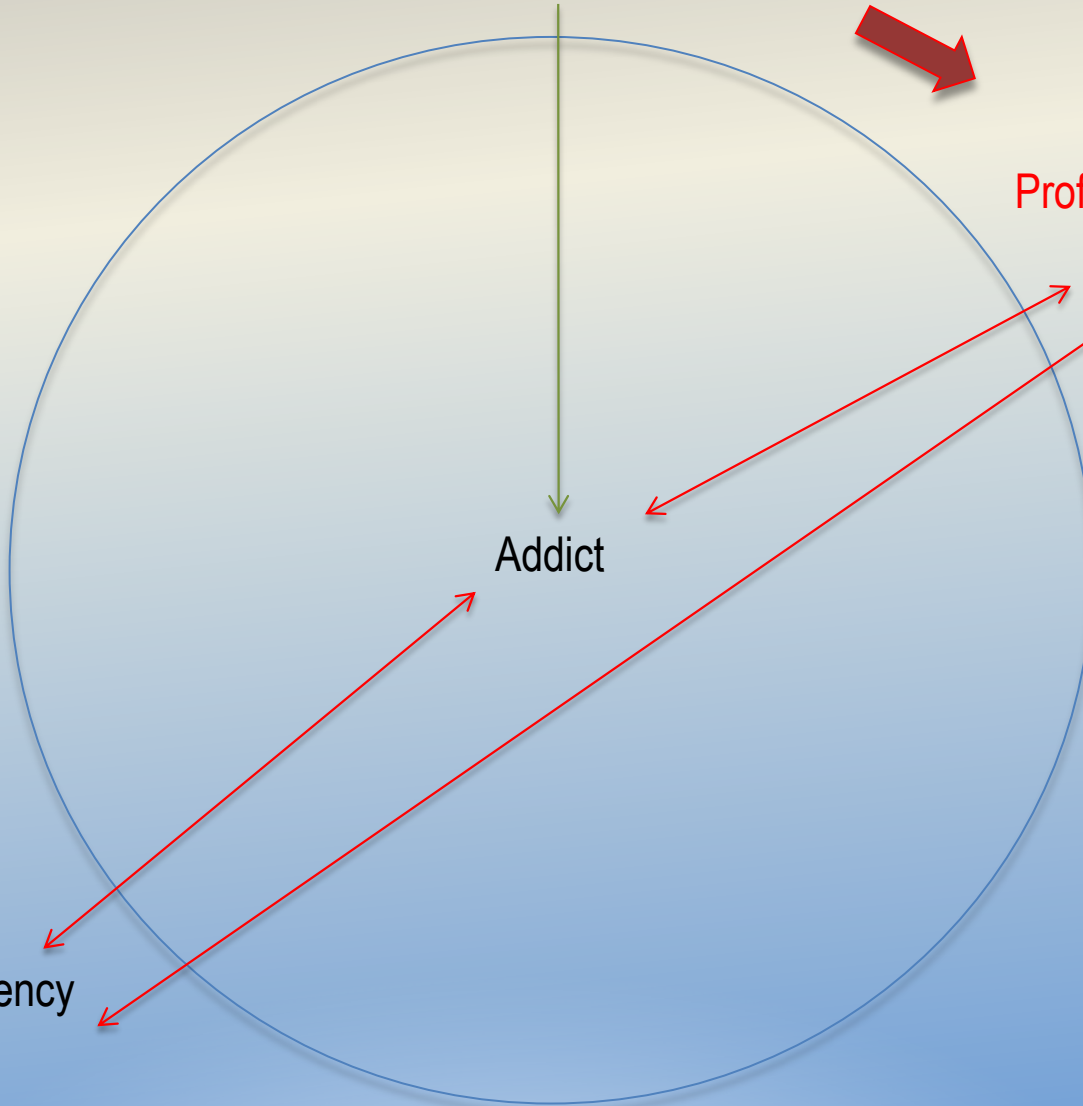
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History of the Urinalysis

Dilution

Creatinine

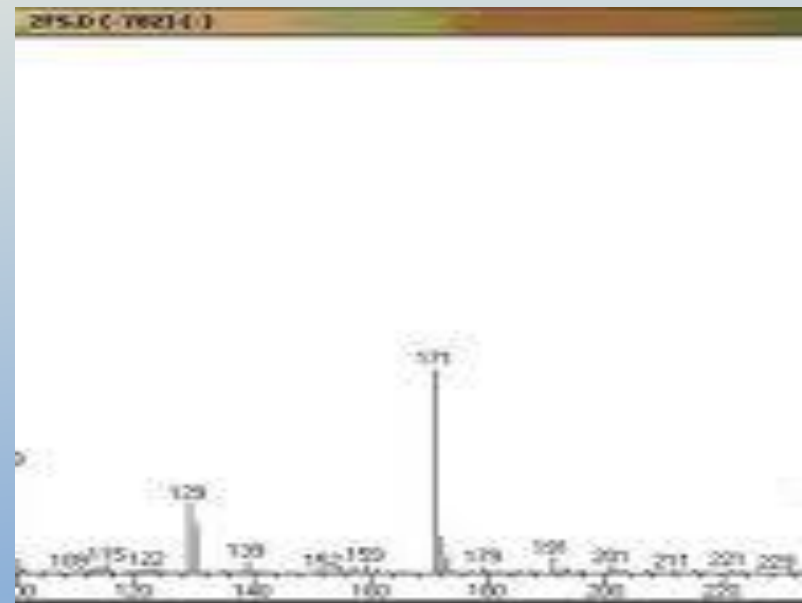
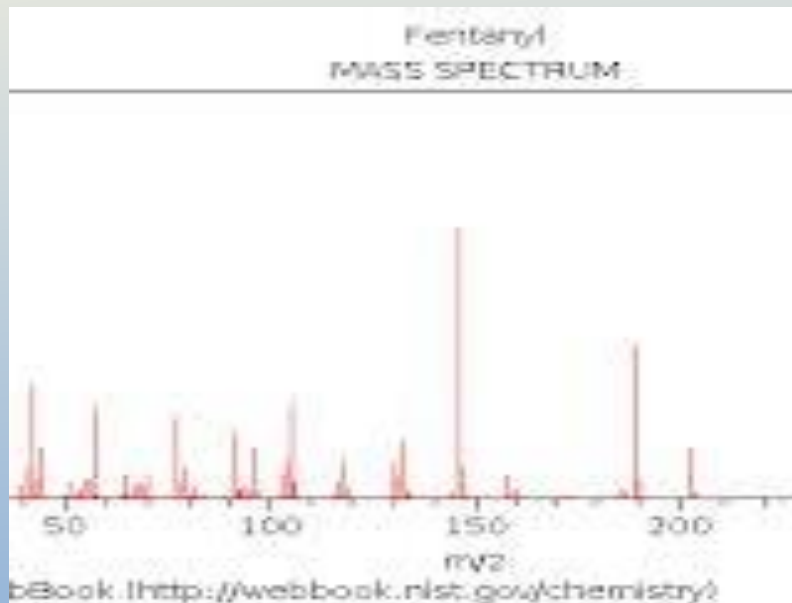
Synthetics

Foreign
Substances

Tampering



MASS SPECTROMETRY



The Employer

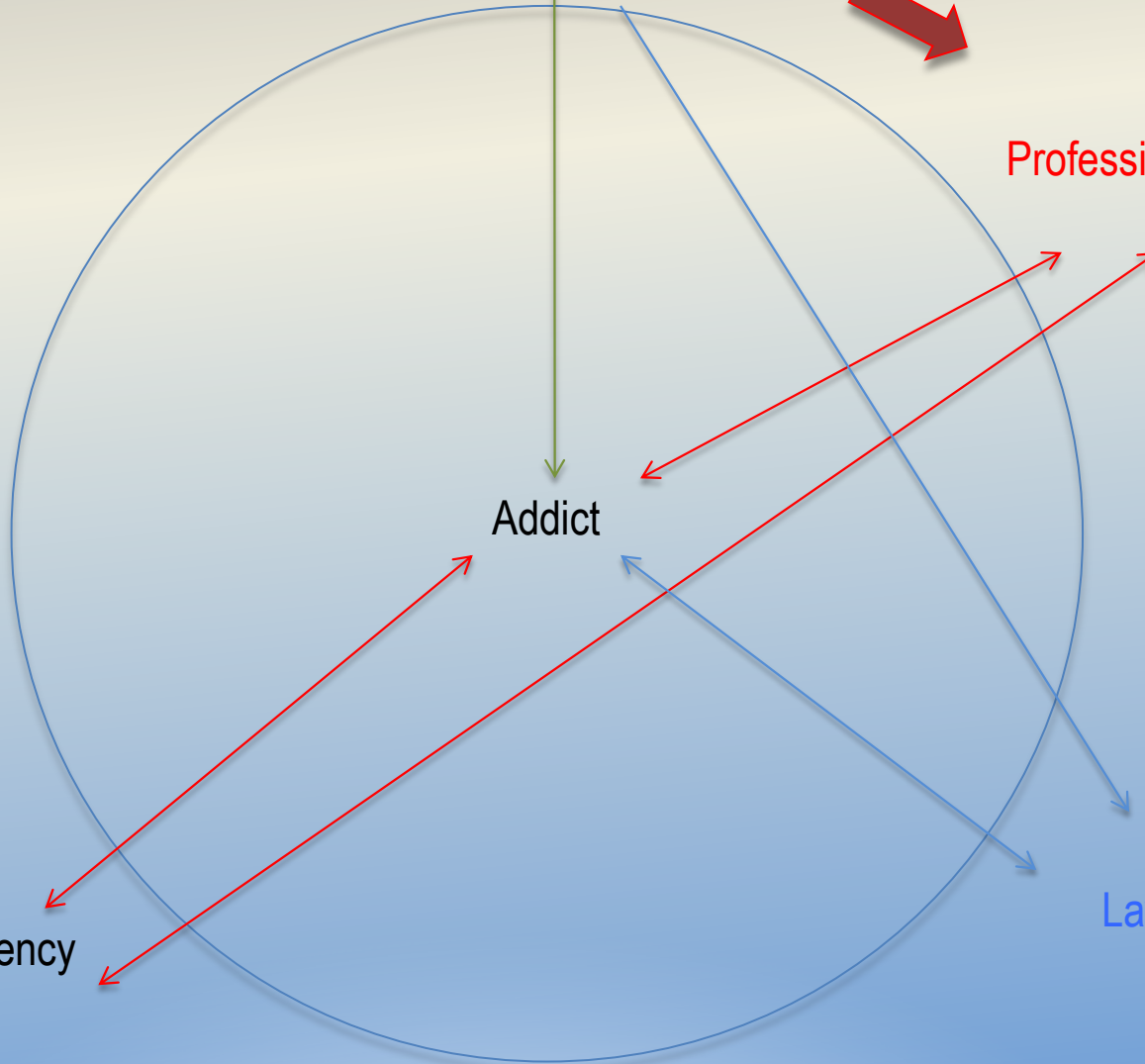
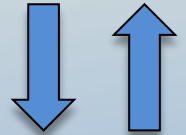
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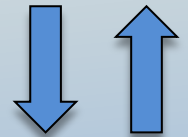


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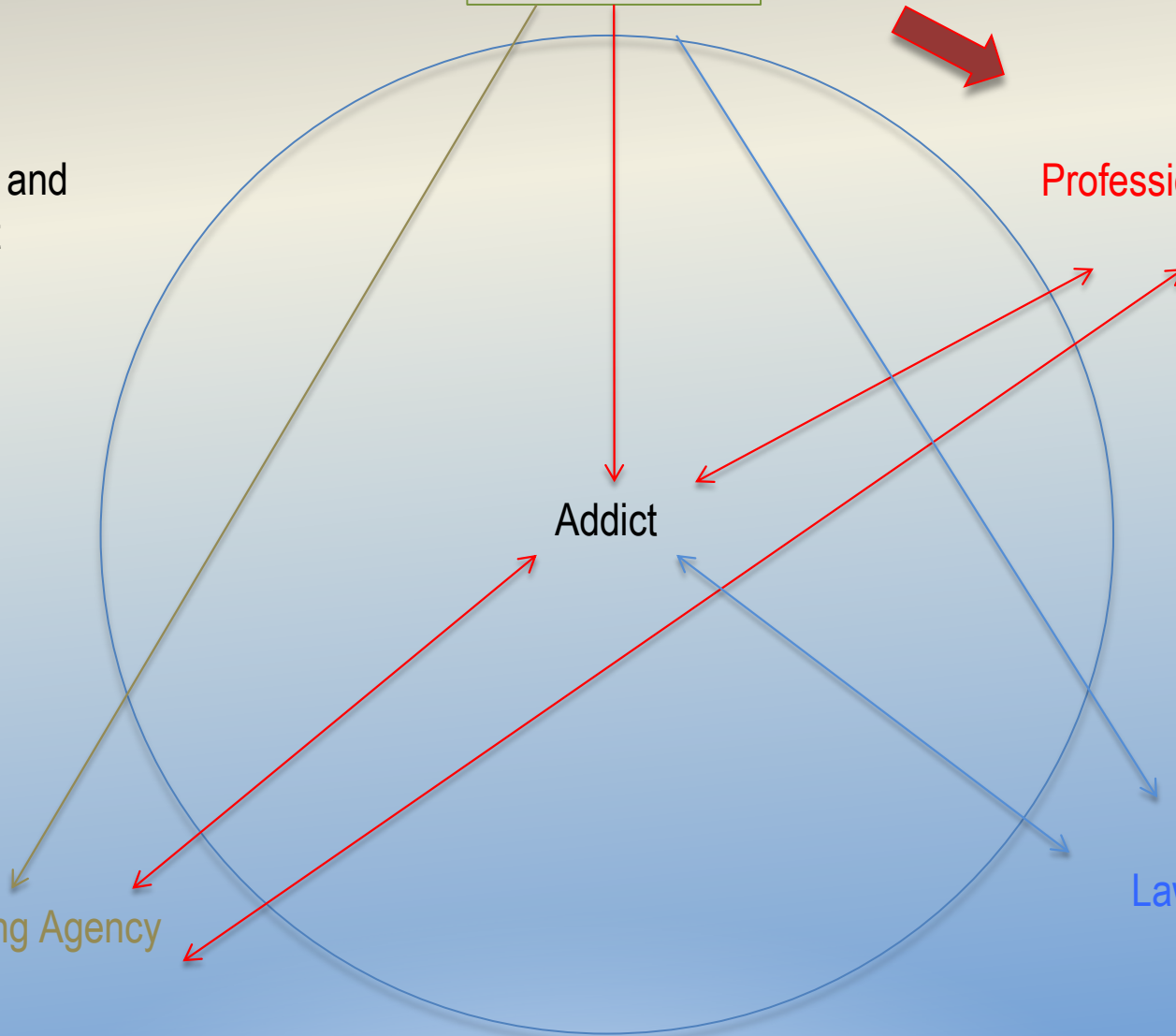
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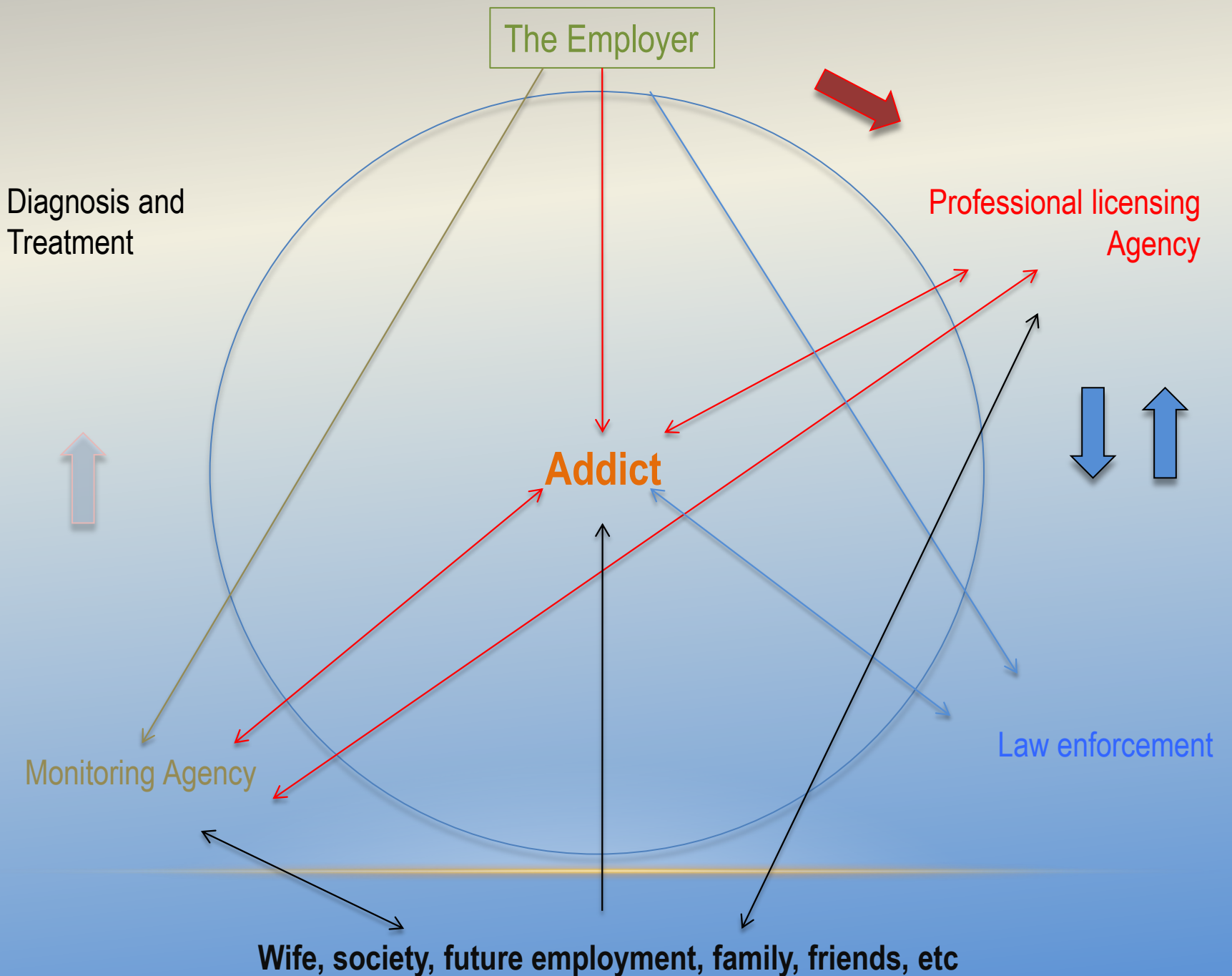
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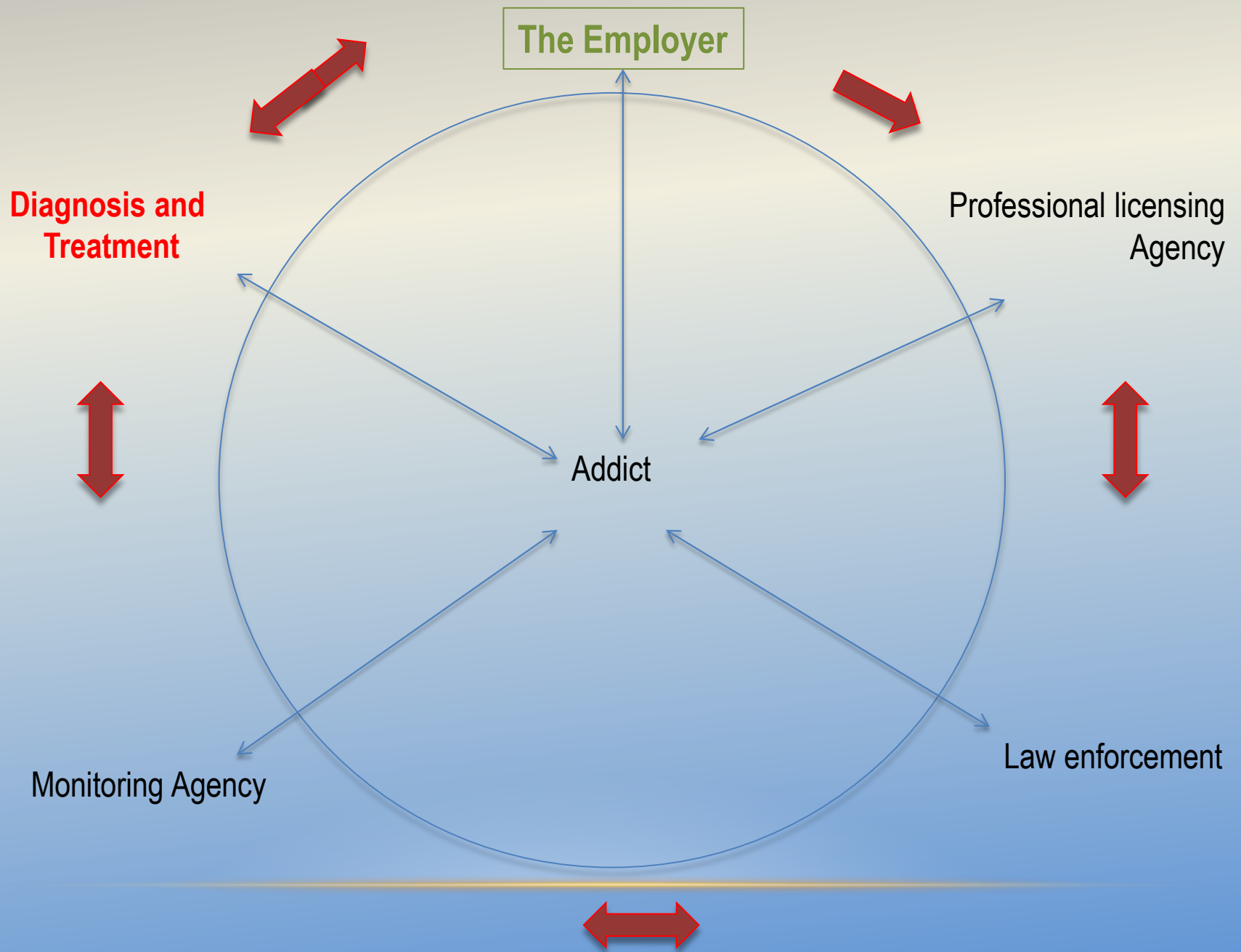


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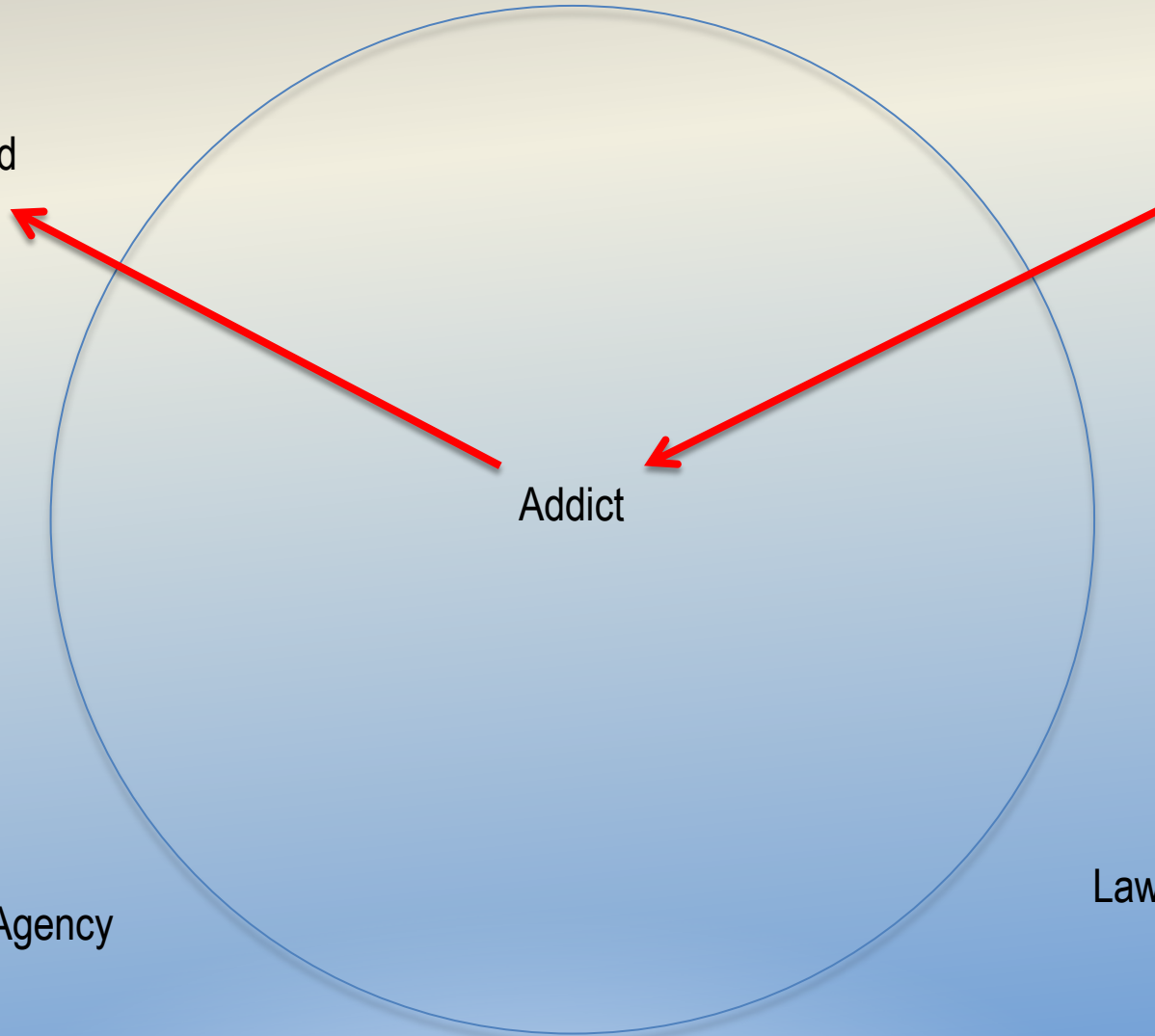
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ISMA

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THE NUMBERS

- **15%** of the general population is currently or will be addicted to drugs or alcohol in their life time.
- Addicted Health Care Professionals will relapse:
 - 80% of the time with NO treatment
 - 45% with Monitoring only
 - **15% of the time within 1 year**
 - 10% of the time within 3 years
 - 5% of the time within 5 years



What now?

Prevention

Early Intervention

Damage Control, not Damage
Aversion

Is it going to make a difference?

