

SUBSTANCE ABUSE POLICY

Nevada Department
of Corrections

OBJECTIVES

By the end of this training, you will be able to:

- Discuss the importance of a drug-free workplace
- Describe the State of Nevada substance abuse policy
- Define the testing and disciplinary procedures

INTENT

- Provide a safe and drug free environment

Guiding Principles

EDUCATION

ENFORCEMENT

DETERRENCE

TREATMENT

WHY

- ...Having a drug-free workplace protects our health and safety
- ...Employees who are free of alcohol and other drugs have fewer accidents, make fewer mistakes, and are more productive

Majority of Drug Users-Employed

- Of the 16.6 million illicit drug users aged 18 or older in 2002,
 - **12.4 million (74.6 percent) were employed**

Statistics

- 1 out of every 10 adults is addicted to ALCOHOL

- *Children of alcohol or drug addicts have a greater chance of becoming an addict*

A Drug-Free Workplace Contributes To:

- happier, safer employees
- decreased insurance costs
- better performance
- fewer accidents
- increased productivity
- and fewer worries overall.

YOUR ROLE

- Know your organization's policy and program.
- Find the answers to these questions:
 - What is my organization's written policy?
 - What happens if I violate the policy?
 - Does my organization's policy include drug testing?
 - Will my organization help me or my coworkers get help with an alcohol or drug problem?
 - How can I help promote a drug-free workplace?

What You Can Do

- Follow your organization's drug-free workplace policy.
- Report to work fit for duty. Come to work free of alcohol and other drugs.
- Don't use alcohol or other drugs on the job.
- Seek help if you think you have a problem.
- Talk to your supervisor if you think a coworker may need help or if you see a policy violation

State of Nevada Policy

- ZERO Tolerance to:
 - Consumption of alcohol or drugs while on duty
 - Reporting to work in an impaired condition
 - Unlawfully possessing drugs while on duty, at a work site, or on State property
 - Allowable concentrations of alcohol (0.01)

Nevada Revised Statute

- 284.4060
- 284.4061
- 284.4062
- 284.4063
- 284.4064
- 284.4065

Nevada Administrative Code

- 284.880
- 284.882
- 284.884
- 284.886
- 284.888
- 284.890
- 284.892
- 284.894

You Can Contribute to a Drug-Free Workplace

- A Drug-Free Workplace means:
 - No alcohol
 - No marijuana
 - No cocaine
 - No speed
 - No PCP
 - No heroin
 - No other drugs

Where to Find Help

- STATE OF NEVADA EMPLOYEE ASSISTANCE PROGRAM (EAP)
 - www.guidanceresources.com
- Center for Substance Abuse Treatment's (CSAT) Drug Information, Treatment, and Referral Hotline:
 - 1-888-972-4732