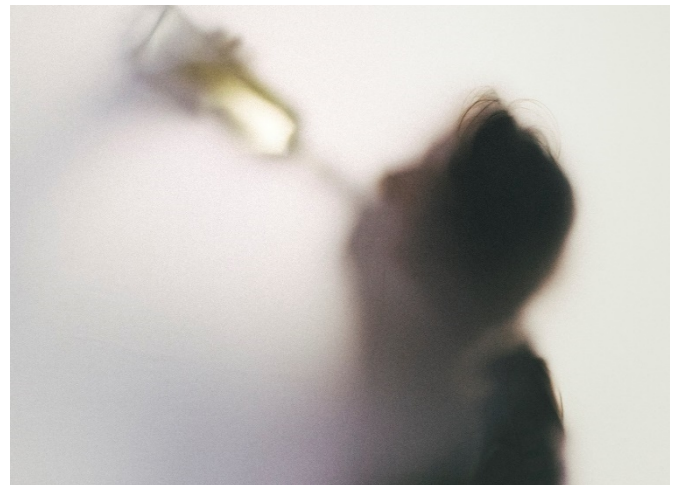


Reasonable Suspicion

The hazards of drug and alcohol abuse not only affect the user but may also negatively impact students and coworkers. Victims of such abuse often exhibit signs of reckless behavior, which may lead to accidents and harming themselves or can create an immediate threat of serious harm to students and fellow employees. It is important to be aware of the signs of abuse behavior, such as...

- Frequent work absences and late arrivals
- Poor concentration and coordination
- Slow mental and physical reflexes
- Decline in performance/productivity
- Restlessness, nervousness, paranoia
- Argumentative, defensive, and/or blaming others for problems
- Letting responsibilities/duties slide
- Impaired judgment and decision making
- Mood swings
- Forgetfulness
- Loss of interest in and lack of responsibility for work
- Bizarre or violent, reckless behavior



Many of the above symptoms can be caused from uncontrolled medical conditions, medication reactions, or substance abuses, but only trained professionals can discern the cause. Your role is to help the individual exhibiting these behaviors and to keep the environment safe. Should you observe someone exhibiting the above symptoms, conduct the following:

1. Seek to ensure the person will not harm themselves or others
2. Contact your supervisor immediately to assess and handle the situation
3. Keep the information confidential

Together, we can create safer working and learning environments.