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Substance Use Disorder

Part One: The Basics of Recovery

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Workshop Overview

- How do you know that substance use becomes a disorder? What does recovery look like? This workshop will cover the basic signs and symptoms of Substance Use Disorder, clarify the reasons it is considered a disease, not just a bad habit and provide information related to resources when help is needed.

Workshop Objectives

- Upon completion of this webinar, participants will be able to
 - Identify Criteria of Substance Use Disorder;
 - Describe 3 benefits to rehabilitation versus termination;
 - Seek resources for employees with potential Substance Use Disorder;
 - Understand what recovery is and what it looks like;
 - Understand that recovery is a process, has goals and there are many paths to recovery

Criteria of Substance Use Disorder

- Since 1955 the AMA has recognized *Substance Use Disorder* as a disease
- Alcoholism, 1955

Criteria of Substance Use Disorder

- Disease because it meets all criteria of disease:
- SUD has symptoms
- SUD is primary
- SUD is chronic
- SUD is progressive
- SUD is treatable

Criteria of Substance Use Disorder

- SUD can be genetic
- Parallel to diabetes
- An allergy that causes a mental obsession
 - That song in your head you can't get out all day?

SUD in the USA

- According to the National Institute of Drug Abuse (NIDA), addiction is a chronic, relapsing brain disease that is characterized by compulsive drug seeking and use, despite harmful consequences. (NIDA, 2007).

SUD in the USA

- The American Society of Addiction Medicine (ASAM) provides the following definition: “Addiction is a primary, chronic disease of brain reward, motivation, memory and related circuitry...Addiction is characterized by the inability to consistently abstain, impairment in behavioral control, craving, diminished recognition of significant problems with one’s behaviors and interpersonal relationships, and a dysfunctional emotional response...” (ASAM, 2011).

SUD in the USA

- Addiction is similar to other chronic diseases, such as heart disease. Chronic diseases have the following characteristics:
- Disrupt the normal, healthy functioning of the underlying organ
- Have serious harmful consequences
- Are preventable and treatment
- Can last a lifetime, and
- May be fatal if untreated

SUD in the USA

- The term “addiction” is a clinical term, rather than a diagnostic one.
- “Addiction” describes the brain changes resulting from long-term use that may lead to harmful behaviors and other physical, psychological, emotional and spiritual consequences

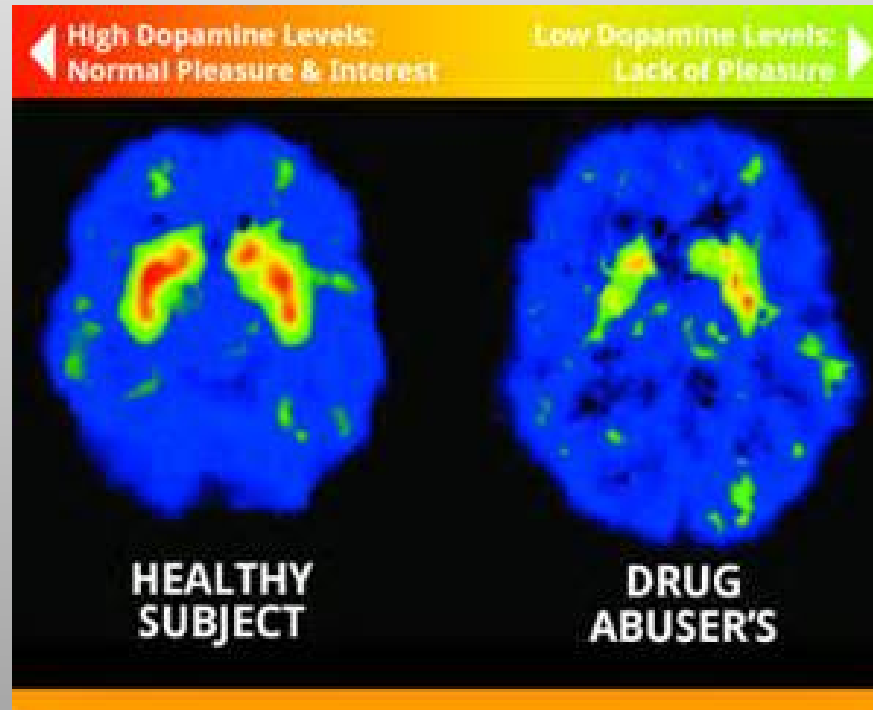
Factors that influence addiction

- Many people do not understand why someone becomes addicted
- They mistakenly view addiction strictly as a social problem and may characterize addiction as morally weak
- Another common belief is that people with substance use disorder should be able to just stop using substances if they are willing to change
- Often people underestimate the complexity of addiction – that it is a disease that impacts the brain and because of that, stopping is not simply a matter of willpower

Factors that influence addiction

- No single factor determines whether a person who uses substances will eventually progress to addiction.
- The overall risk for addicted is impacted by
 - the biological makeup,
 - his or her developmental stage,
 - and surrounding social environment
- As with any other disease, it differs from person to person

Factors that influence addiction



Factors that influence addiction

- Theories of causation:

1. The moral model – addiction as a result of moral weakness
2. The disease model – addiction as an illness
3. The genetic model – addiction as a genetic predisposition
4. The cultural model – addiction influenced by culture
5. The blended model – Elements of all models

Addiction and Use in America

- Alcohol is the most widely used substance
- Marijuana is the most common illicit substance used
- Prescription drugs next in line
 - Opioids (pain medications)
 - CNS Depressants (Anxiety medications)
 - Stimulants (ADHD/weight loss)
- Prescription drugs used for nonmedical reasons can alter brain activity and lead to addiction

Seeking Resources for Employees

- It would be unthinkable to fire an employee who was diagnosed with cancer, diabetes or some other chronic physical disease. But the social stigma attached to addictions is great. Addiction is seen as a bad choice, when in reality, it is a disease like any other

What Employers Can Do

- When deciding what steps to take to lead an addicted employee toward treatment and rehabilitation instead of termination, you need to ask yourself some difficult questions
- Should you confront an employee about a suspected addiction, which could very likely be an awkward situation?
- Should you simply publicize available community resources to help addicts seek help on their own?
- Does your EAP include confidential addiction-treatment options?

What Employers Can Do

- Recognize the extent of addictions in your workplace. You may think that you know everybody and that your employees are addiction-free, but that is a naive delusion given the prevalence of addictions in the general population.
- A confidential survey of employees may reveal more addiction problems than you suspected (or wanted to know).

What Employers Can Do

- Be sure to repeatedly inform employees how the company deals with addictions.
- Often this takes the form of an "either-or" dual track of discipline and treatment options. An employee may be offered the option to enter treatment or incur some form of discipline, starting with a formal reprimand and escalating to termination.
- You can spell this out in your company's employee handbook so workers are aware of the repercussions

What Employers Can Do

- It is important to build a corporate culture in which co-workers are encouraged to intervene rather than ignore signs of addiction.
- Counseling for employees who do intervene may be necessary to help them deal with the guilt engendered by “snitching” on a co-worker, instead, these workers should be commended for helping the person with substance use disorder

What Employers Can Do

- Request health insurance that covers treatment for addictions adequately.
- Many insurers limit addiction treatment severely, preventing employees from completing programs.

Benefits of Rehabilitation versus termination

- Changing paradigm from rehabilitation to recovery
 - A recovery movement that affirms the very real potential for permanent, personal resolution of behavioral health problems, and
 - A public health movement that is offering solutions to behavioral health problems at the community and cultural levels
- These movements are calling on the traditional rehabilitation/treatment community to bridge services from treatment to community

Benefits of Rehabilitation versus termination

- Most recovering people report the escalating negative consequences of substance use as most often the reason for change
- Do not be afraid to offer help
- Be firm, but not punitive

Benefits of Rehabilitation versus termination

- Ten Percent of American Adults Report Being in Recovery from Substance Use Disorder
- “Every American is acutely aware of the negative impact of drug and alcohol addiction; it’s impossible to ignore. Yet we have somehow missed a very positive story about addiction that is right in front of our nose: Tens of millions of our fellow citizens come out the other side to live substance-free, healthy and productive lives. This study is a wake-up call to the reality of recovery in America, as well as a source of hope for the millions of American families who are currently struggling with drug and alcohol problems.” — Keith Humphreys, Professor of Psychiatry at Stanford University School of Medicine

Types of Interventions

- Not all interventions look like those on television
- May need to visit their clergy
- May need family intervention
- May need counseling once a week
- May need to take a leave of absence and go to inpatient treatment
- May need medically supervised detoxification

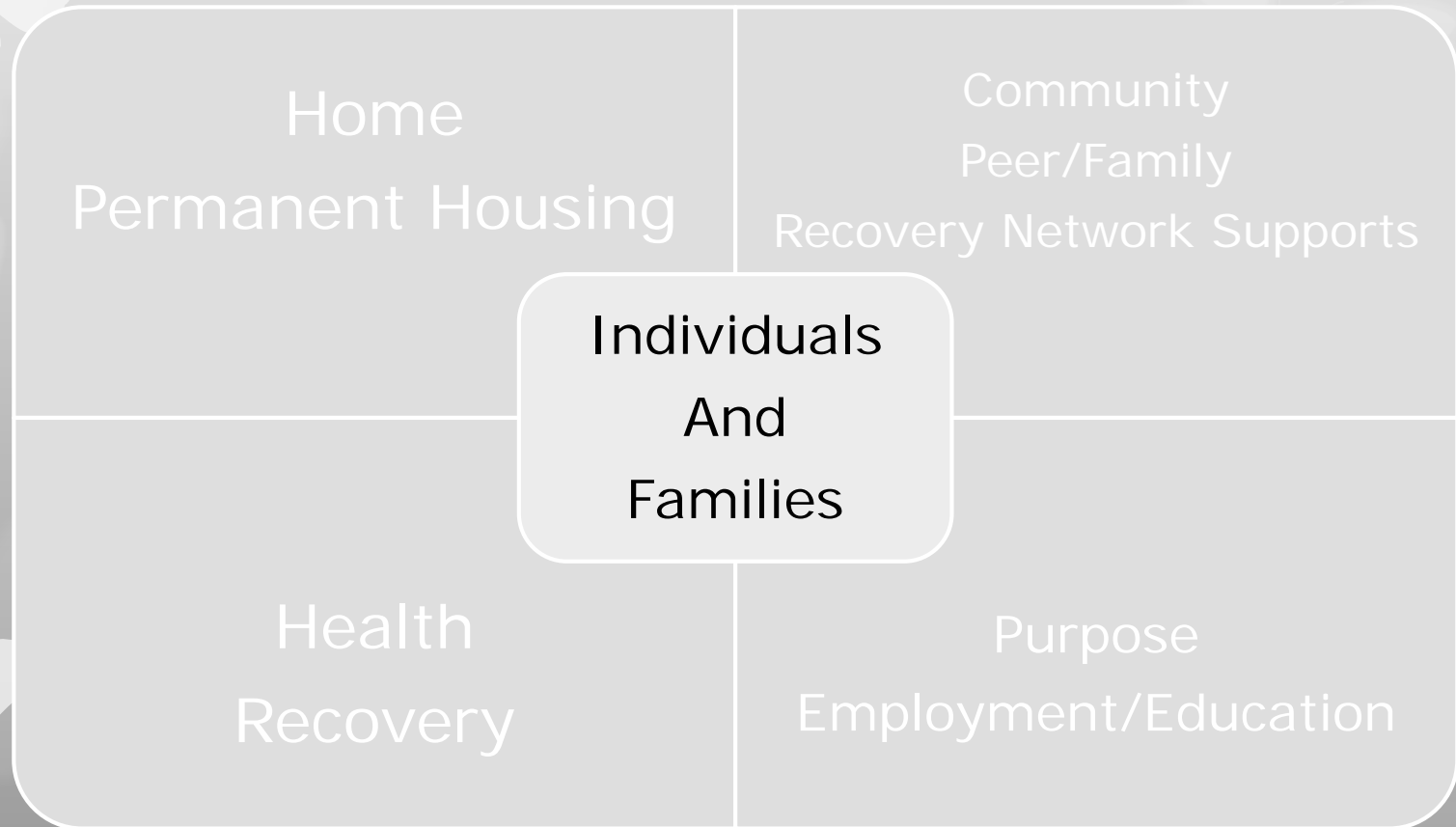
Types of Interventions

- An assessment by a professional is most often necessary

Recovery

- What is recovery?
 - Recovery is a process of change whereby individuals improve their health and wellness, to live a self-directed life, and strive to reach their full potential” (SAMHSA, 2011).
 - Recovery is unique to each person

Benefits of Rehabilitation versus termination



What does recovery look like?

- Goals
 - Improving the overall quality of life
- There is no one path to recovery
- Not everyone who is making progress at recovery attends 12-Step meetings

What does recovery look like?

- The Paths
 - 12-Step Meetings
 - Counseling
 - Church
 - Church groups
 - Fellowship
 - Workshops
 - Employment
 - Hobbies

Resources/References

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Dixon, G., Waters, P., & Baston, P. (2015). Foreword. In Study Guide IC&RC Alcohol and Drug (2nd ed.). Tallahassee, Florida: Comprehensive Education Services.