

Reasonable Suspicion Takeaways

**There are thousands of impairing substances that people will ingest.
Alcohol is far and away the most popular.
Influence signs of many of the other substances do not look like alcohol.**

*Is my co-worker under
the influence?*



Document their...



Appearance



Behavior



Conduct

*Focus on their workplace
performance.*

***If you see something,
say something***

Give specific facts!

In the interest of safety, tell someone.

- ✓ ***Don't worry about making a mistake.***
- ✓ ***It is better to err on the side of safety.***
- ✓ ***Reasonable Suspicion is a low threshold.***

This co-worker may be under the influence.....

Julie, a normally punctual employee, shows up 15 minutes late. It is a cool day, but it looks like she is sweating. She is usually very social, but today goes right to her workstation and does not talk to anyone. She has a hard time keeping up with her tasks. During her break, you engage her in small-talk and she becomes very irate. Her pupils look large.



DRUG SYMPTOM MATRIX

	CNS Depressants	CNS Stimulants	Hallucinogens	Dissociative Anesthetics	Narcotic Analgesics	Inhalants	Cannabis
HGN	Present	None	None	Present	None	Present	None
VGN	Present (High Dose)	None	None	Present	None	Present (High Dose)	None
LACK OF CONVERGENCE	Present	None	None	Present	None	Present	Present
PUPIL SIZE	Normal	Dilated	Dilated	Normal	Constricted	Normal or Dilated	Dilated or Normal
GENERAL INDICATORS	Uncoordinated Disoriented Sluggish Thick, Slurred speech Drunk-like behavior Drowsiness Droopy eyes Fumbling	Restlessness Body tremors Excited Euphoric Talkative Exaggerated reflexes Anxiety Bruxism Redness to nasal area Runny nose Loss of appetite Insomnia Increased alertness Dry mouth Irritability	Dazed appearance Body tremors Synesthesia Hallucinations Paranoia Uncoordinated Nausea Disoriented Difficulty in speech Perspiring Poor perception of time and distance Memory loss Disorientation Flashbacks Piberection (LSD)	Perspiring Warm to the touch Blank Stare Difficulty in speech Incomplete verbal responses Increased pain threshold Cyclic behavior Confused Agitated Possibly violent and combative Chemical odor Rigid muscles ("Moon walking")	Droopy eyelids "On the nod" Drowsiness Depressed reflexes Low, raspy, slow speech Dry mouth Facial itching Euphoria Nausea Track marks	Residue around nose and mouth Odor of substance Possible nausea Slurred speech Disorientation Confusion Bloodshot, watery eyes Lack of muscle control Flushed face Non-communicative Intense headaches	Very red eyes Odor of marijuana Body tremors Eyelid tremors Relaxed inhibitions Increased appetite Impaired perception of time and distance Possible paranoia Disorientation
METHODS OF ADMINISTRATION	Oral Injected	Insufflated Smoked Injected Oral	Oral Insufflated Smoked Injected Transdermal	Smoked Oral Insufflated Injected Eye drops	Injected Oral Smoked Insufflated	Insufflated	Smoked Oral
DURATION OF EFFECTS	1-16 hours	5 minutes to 12 hours	2-12 hours	4-6 hours	4-24 hours	5 minutes to 8 hours	2-3 hours
OVERDOSE SIGNS	Shallow breathing Cold, clammy skin Pupils dilated Rapid, weak pulse Coma	Agitation Increased body temp. Hallucinations Convulsions	Long, intense trip	Long, intense trip	Slow, shallow breathing Clammy skin Coma Convulsions	Coma	Fatigue Paranoia
COMMONLY ABUSED DRUGS	Secobarbital Pentobarbital Amobarbital Amesocobarbital Phenobarbital Quaaludes, Soma, Benadryl, Valium, Xanax, Ativan, Halcion, Prozac, Lithium, Librium, Elavil, Dilantin	Cocaine, Crack, Methamphetamines Dexedrine Benzedrine Desoxyn <u>RX Drugs:</u> Ritalin Cylert Preludin	Peyote Psilocybin Bufotone (toad) Nutmeg Morning glory Jimpson weed MDMA, LSD, STP, MDA, MMDA, DET, DMT	Phencyclidine (PCP) Ketamine Ketaject	Heroin Morphine Codeine Dilaudid Percodan Methadone Darvon Demerol	Toluene Paints Gasoline Thinners Glue Nitrous oxide Amyl Nitrate Butyl Nitrate Ether	Marijuana Hashish Hashish oil Marinol Synthetic THC