

Reasonable Suspicion Takeaways

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

Is my co-worker under the influence?



Focus on their workplace performance (physical and mental)

Document their...



Appearance



Behavior



Conduct

If you see something, say something!

Give specific facts!

In the interest of safety, tell someone.

✓ *There's nothing wrong with being "wrong"*

✓ *It is better to err on the side of safety*

✓ *Reasonable Suspicion is a low threshold*

This may be Reasonable Suspicion.....

Julie, a normally punctual employee, has shown up late four times in the last two weeks. It is a cool day, but she is sweating. She is usually very social, but today goes right to her workstation and does not talk to anyone. Her movements are very stiff, and she has a difficult time keeping up with her tasks. Her pupils look large. During her break, you engage her in small-talk, and she becomes very irate.

DRUG INFLUENCE SYMPTOMS



	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
MUSCLE TONE	Flaccid	Rigid	Rigid	Rigid	Flaccid	Normal or Flaccid	Normal
GENERAL INDICATORS	Uncoordinated Disoriented Slow, sluggish reactions Thick, slurred speech Drunk-like behavior Drowsiness Droopy eyes Fumbling Lack of muscle control Impaired judgement Relaxed inhibitions Unsteady walk Varied emotions "Drunk-like" behavior	Restlessness Body tremors Excited Euphoric Talkative Exaggerated reflexes Anxiety Bruxism-grinding teeth Rummy nose Loss of appetite Insomnia Increased alertness Dry mouth Irritability Hyperactivity	Dazed appearance Body tremors Synesthesia Hallucinations Paranoia Uncoordinated Nausea Disoriented Speech difficulties Perspiring Poor perception of time and distance Memory loss Disorientation Piloerection	Perspiring Warm to the touch Blank Stare Incomplete verbal responses Increased pain threshold Hallucinations Confused Easily agitated Possibly violent Slowed responses Slow, slurred speech Sensory distortions	Droopy eyelids "On the nod" Drowsiness Depressed reflexes Low, raspy, slow speech Dry mouth Itching Euphoria Nausea Injection marks Difficulty concentrating Slow, deliberate movements	Residue of substance Odor of substance Slow, thick, slurred speech Disorientated Confused Bloodshot eyes 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 Drowsiness Impaired memory Lack of concentration Euphoria Green coat on tongue
METHODS OF ADMINISTRATION	Injected Insufflated Oral	Injected Insufflated Oral Smoked	Insufflated Oral Smoked Transdermal	Injected Insufflated Oral Smoked Transdermal	Injected Insufflated Oral Smoked Transdermal	Insufflated	Oral Smoked Transdermal
DURATION OF EFFECTS	Some: a few minutes to 16 hours Most 5-8 hours	Crack: 20 minutes Methamphetamine: 12 hours	MDMA: 1-3 hours LSD: 6-8 hours Psilocybin: 5 hours	Ketamine: 2 hours DXM: 3-6 hours PCP: 4-6 hours	Fentanyl: 2-3 hours Heroin: 3-5 hours Methadone: 6-8 hours	Anesthetic Gases: up to 1 hour Most others: several Hours	Smoked: 3-5 hours Edibles: 8-12 hours
OVERDOSE SIGNS	Shallow breathing Cold, Clammy skin Rapid, weak pulse Coma	Hallucinations Psychosis Violent behavior	Long, intense 'trip' Convulsions	Coma Seizures	Slow, shallow breathing Clammy skin Coma Convulsions	Nausea Vomiting Cardiac arrythmia Sudden Sniffing Death	Acute anxiety Excessive vomiting Possible psychosis
COMMONLY ABUSED DRUGS	Secobarbital Pentobarbital Amobarbital Quaaludes SOMA Benadryl Valium Xanax Prozac Lithium Dilantin	Cocaine Crack Methamphetamine Dexedrine Benzodrine Desoxyn Adderall Ritalin Cylert Preludin	Peyote cactus Psilocybin mushrooms Bufotamine (toad) Nutmeg Morning glory seeds Jimson weed MDMA LSD DMT	Phencyclidine (PCP) Ketamine Ketaject Dextromethorphan (DXM)	Heroin Morphine Codeine Oxycodone Vicodin Dilaudid Percodan Methadone Darvon Demerol	Toluene-paint thinner Paint Gasoline Glue DFE-keyboard cleaner Nitrous oxide Amyl Nitrate Butyl Nitrate Ether	Marijuana Concentrates: Hash, Hash oil, BHO, Wax, Budder, Shatter Marinol Synthetic cannabinoids