

Why Have a Drug-Free Workplace?

It's Important to Our Organization!

<p>. . . Having a drug-free workplace protects our health and safety.</p>	<p>. . . Employees who are free of alcohol and other drugs have fewer accidents, make fewer mistakes, and are more productive.</p>
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The Tragedy of Substance Abuse

At Least Five Dead and 150 Hurt as Subway Derails

On August 28, 1991, a New York subway operator crashed his train near a station in lower Manhattan. Five people were killed and 215 others were injured. The operator admitted that he had been drinking prior to the crash. After the crash his blood alcohol content was .21, over twice the legal limit in New York.

People Who Drink and Drive . . . and Kill

A young electrician had just returned from attending a marriage class with his fiancé. He stepped out of his truck and was struck and killed by a car speeding down the wrong side of the street. When police caught the driver, they discovered that he was drunk. The driver, a 27-year-old engineer, had a history of drunk driving and had been driving without a license since it was revoked in 1986.

Two People Tell Their Story . . .

"I never thought I'd become addicted to drugs! My husband and I tried cocaine at a party 3 years ago. Within 2 months we were using \$3,000 worth of crack a month. To get enough money to support our habit, we cooked crack at home and my husband sold it on the street. We would come home from work and smoke until 2 or 3 a.m. When I got to work I'd spend half an hour in the bathroom pulling myself together. It was my boss who finally confronted me, pointed out the problems I was having on the job, and suggested that I seek help."

Mary, age 32

"Before I stopped drinking I never went any place where alcohol wasn't served. I didn't go to the movies or out with friends. I always seemed to have problems with people at work, and I couldn't wait to get home so that I could have my first drink of the evening. I knew I was hurting the people I cared about, but I didn't want to admit that I had a problem. One night a year ago, my daughter had a party for a group of her high school friends. I got drunk, made a fool of myself, and embarrassed my daughter. That was a Friday evening. On Monday I checked myself into a treatment center. Being sober has really changed my life: I have more friends, I spend time with my children, and I get along better with my coworkers."

Steve, age 50

Someone in Your Workplace May Have an Alcohol or Other Drug Abuse Problem . . .

The patterns listed below may be signs that a coworker has a problem with alcohol or other drugs. Do you see someone you know?

Work Habits

William used to be a very organized worker. His work was always neat and on time. Lately, William's desk is a mess, his work is sloppy, and he misses deadlines.

Absenteeism

Juanita was always an engineer you could count on -- always there and on time. For the past month, she's been coming in late more often and she's missed a lot of days.

Accidents

Leroy used to have a good safety record. Over the past 2 months, he's been to the company nurse three times, and his supervisor has reported him for safety violations.

Complaints

Linda owns a small but growing landscape company, and she's had to hire a lot of new people. Lately, customers have complained about two new employees who go off at lunch and don't seem to do much in the afternoon. Everyone else is picking up the slack.

Productivity

Franco used to be a good salesman. Over the past year his sales have gone way down and he has missed meetings.

Mood

Tawana is a bank teller who was always well liked by her coworkers and customers, but lately she's become more and more moody and hard to work with.

Crime

Ann owns a small machine shop. This past weekend the shop was broken into and tools and equipment were taken. Two of Ann's employees were arrested. They had drugs on them at the time of the arrest.

Your Role in the Drug-Free Workplace Program

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?

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.

If your organization has a "concerned other" or "tip line," you can call it without giving your name.

You Can Contribute to a Drug-Free Workplace

A drug-free workplace means no drugs: no alcohol, marijuana, cocaine, speed, PCP, heroin, or other drugs at work. Even some prescription drugs can be a danger. Is alcohol a drug? Yes -- it alters your mood and can cause addiction. Why have a drug-free workplace? Because drugs keep you from doing your best on the job, and the effects can be dangerous to others as well.

Think About These Facts:

One out of every ten adults in the United States is already addicted to alcohol.

Because addiction runs in families, many children of addicts are likely to become addicted themselves.

Alcohol and other drug abuse can lead to unsafe sexual behaviors that result in getting the HIV virus or other sexually transmitted diseases (STDs).

Marijuana can cause people to lose interest in hobbies, work, friends, and family; it can cause loss of drive and motivation.

Because people who use marijuana don't react as fast, on-the-job accidents are more likely to occur.

Have Crossed the Line?

Many people who use alcohol or other drugs think they can stop any time, but before they know it, using drugs is a problem. For example, using alcohol or other drugs can become more important than spending time with family, hobbies, or doing well on the job. If so, the chances are good that abuse or addiction has begun. Before you say "not me," take this brief test:

Self-Assessment Test

Has anyone ever questioned you about your alcohol or other drug use?

Have you ever used alcohol or other drugs alone?

Have you ever missed work because you were sick from using too much alcohol or other drugs?

Have you ever had trouble stopping once you started using alcohol or other drugs?

Have you ever had legal problems because of your alcohol or other drug use?

If you can't use alcohol or other drugs, do you get jumpy, shaky, cranky, nervous, or have cravings?

Are you in debt because of your alcohol or other drug use?

Does it now take more alcohol or other drugs to get the same effect?

Have you ever used alcohol or other drugs in the morning?

Have you ever been in the hospital as a result of your drinking or drug use?

Have you ever used alcohol or other drugs at work?

If you answered "yes" to more than one of these questions, there may be reason for concern about abuse or addiction.

Don't Wait to Get Help

It is important to notice the signs of abuse and addiction early so that you can seek help. Addiction to alcohol or other drugs is a serious disease. The longer you wait to find help, the harder it is to get better. In other words, the chances of staying healthy are better when alcohol and other drug abuse is stopped early. Changing your alcohol or other drug use is a decision only you can make.

Where to Begin . . .

Alcohol and other drug addictions can be stopped. If you have never used them, don't start. If you think your use is causing problems, think about stopping. Seek help now. Ask your doctor about the effects of using alcohol or other drugs, or read, go to a lecture, or take a class.

Using alcohol and other drugs can lead to addiction. Addictions are chronic diseases. Chronic means that once you have the disease, you will have to live with it for the rest of your life. However, with treatment you can control the disease and live a healthy and productive life. Millions of Americans are now recovering from alcohol and other drug addictions. Their lives are back on track. You can join them.

Recovery from alcohol or other drug addiction is a process. You start by staying away from alcohol and drugs one day at a time. The goal is to be sober. Being sober means you learn to live without alcohol and other drugs. To do this, you often need the support of other people: family members, friends, support groups, therapists, etc.

When you're tempted to use drugs again. Relapse occurs when you return to your old pattern of alcohol or other drug use. Although relapse is part of the disease, it does not have to happen to you. Watch out for relapse.

Can You Change?

If you think your alcohol or other drug use is a problem, there are many ways you can get help. Some cost money and others do not. Helping yourself is the best way to help create a drug-free workplace. If you think you have a problem with alcohol or other drugs, contact some of the resources listed here to learn more about it or to find help.

"After I went to treatment the first time, I stayed clean for about 90 days. I remember I didn't believe I had a problem . . . I was in denial. I started thinking about the "good times" I had using . . . I thought I was different from the people at AA. I called an old dealer friend, and before I knew it, I was wasted again. I started missing days of work, getting high on the job . . . eventually I got fired. I relapsed a few times before I finally quit and stayed off drugs."
John, age 32
service manager

Types of Help Available	
Inpatient Treatment	You spend time (weeks or months) in a treatment center where you are able to remain alcohol- and drug-free while you learn new ways of living without alcohol or other drugs. Referral to an outpatient "aftercare" program should also be provided to support you after you return home. Call your local addiction treatment center for help (look up "alcohol" or "drugs" in the Yellow Pages). Your local Health Department may also be helpful.

<p>Outpatient Treatment</p>	<p>There are many types of outpatient treatment programs. Some meet several nights a week after work, and others meet during the day. Unlike inpatient or day out-patient treatment, where you stay at the center for some time, evening outpatient treatment often allows you to carry on with most of your normal daily activities. Treatment is usually done in groups. One-on-one counseling is also available. Call your local addiction treatment center for help (look up "alcohol" or "drugs" in the Yellow Pages). Your local Health Department may also be helpful. Ask someone you trust if he or she knows a counselor who treats addictions. See your doctor for a checkup.</p>
<p>Support Groups</p>	<p>Groups of people come together to help each other recover. Some of these groups are called 12-step programs, for example, Alcoholics Anonymous, Narcotics Anonymous, and Smoker's Anonymous. There are also groups for family members of addicts, such as Al-Anon, Nar-Anon, Alateen, etc. Other 12-step programs include Gamblers Anonymous, Sex and Love Addicts Anonymous, Debtors Anonymous, Survivors of Incest Anonymous, Overeaters Anonymous, and Codependents Anonymous. There are also recovery support groups that do not use the 12 steps, such as Rational Recovery, Woman to Woman, and Secular Organizations for Sobriety (SOS). Look in the Yellow Pages or call a local treatment center for telephone numbers.</p>
<p>Hotlines</p>	<p>Hotlines exist to help with alcohol and other drug problems, and they can usually direct you to treatment centers and other help in your area. You can find these numbers in your Yellow Pages or by calling information. National hotlines that offer drug information and treatment referral include the following:</p> <p>1-800-662-HELP</p>

**Doctors,
Psychologists,
and Social
Workers**

Doctors cannot read your mind; it is up to you to tell your doctor you think alcohol or other drugs might be a problem. It is important to find a professional who knows about addictions or who can refer you to a counselor who has training in addictions. Call a local mental health agency or treatment center and ask the staff to recommend a doctor or counselor in your area.

Why All the Fuss About Drugs?

When you think about it, alcohol and other drugs can rob you of everything you have worked so hard for: your health, family, and friends. Illegal drug use can result in being arrested and having to pay fines. Sometimes alcohol and other drug use can cost you your job.

Why Risk It?

Not everyone who uses alcohol or other drugs becomes addicted. However, no one can predict who will and who won't become addicted. What if it's you?

You may think that an alcoholic or drug addict is a person on the street who drinks out of a brown paper bag or who uses "hard" drugs. Not true. Alcohol and other drugs can affect any one of us -- in all walks of life, at any age, and in all types of jobs.

How Can You Spot Abuse or Addiction?

Sometimes it's not easy. There are different patterns of abuse and addiction. Some people are "binge" users: they get into trouble by drinking alcohol or using other drugs off and on -- only on the weekends or maybe only once a week -- as an escape. Others are "maintenance" users: they use alcohol or other drugs regularly -- often every day -- to feel "normal." Although people use and abuse drugs in different ways, one thing is certain: if you become addicted, the disease will progress . . . and troubles will increase.

Think About It . . . Alcohol and Other Drugs Cost Money

The cost of alcohol and other drug abuse can be high. For example, cocaine is very expensive; you may know people who have sold their personal

belongings to buy it. But the cost of the drug is only the beginning . . . soon to follow are:

- Lots of doctor bills -- you get sick more often
- Legal bills and fines due to DUIs, accidents, marital problems
- Higher insurance bills
- Lost pay -- you could lose your job
- Debts -- you borrow money to support your habit
- You may even begin stealing to buy your drug of choice

What About Your Friends and Family?

Drug use can tear relationships apart:

Friends and family start to question you about your drug use -- they begin to distrust you.

The people you love start to avoid you.

You begin to feel alone -- especially because you need to hide your habit.

Fear sets in.

You start having more and more fights with people at home and on the job.

You think about getting and using the drug all the time -- it becomes more important than your family or friends.

"I have a 3-year-old daughter who goes to day care. Every day I pick her up on my way home from work, but twice in the past month I was 2 hours late because I stopped to buy cocaine on my way home. When I got to the dealer's house, I started using the coke I'd bought. Before I knew it, a couple of hours had passed. When I finally got to day care to pick my daughter up, she was crying and scared I wasn't ever going to come for her. Ever since then, she's been waking up in the middle of the night with bad dreams."

Tia, age 24 secretary

What About Your Health?

Using alcohol and other drugs can hurt your health. Addiction to any drug, including nicotine, can make you lose control over when and where you use drugs and how often you use them.

Nicotine

Smoking cigarettes or chewing tobacco gives you bad breath, yellow teeth, lung disease, heart disease, and many types of cancer (especially throat, mouth, and lung). Most adults who smoke cigarettes wish they didn't. If you started smoking when you were young, you may have thought you could quit when you got older. But as the addiction progresses, it becomes harder to stop -- much harder than you ever thought it would be. More people die from the results of smoking than from any other addiction.

You may have even stopped before but then started again. Most people who quit smoking have withdrawal for a while: headaches, nicotine cravings, anxiety, upset stomach, and/or mood swings. You may think you can't bear these feelings, so you start smoking again. Returning to your old pattern is called a relapse. If you don't think cigarettes are addicting, talk to ex-smokers and ask them how they quit and what was the hardest part. Then get some help so you can stop smoking too.

Alcohol

Alcohol travels to every cell in the body, every tissue, and every organ. Over time, using too much alcohol can damage your heart, raise your blood pressure, and cause cancer, liver disease, and brain damage; it can give you ulcers, weaken your muscles, and can even lead to death.

Problems with alcohol usually develop over time. Some people become sick quickly; others drink for years without knowing that their body is being damaged. Many people suffer withdrawal symptoms when they try to stop: headaches, anxiety, or the shakes. At work, the withdrawal can make it hard for you to concentrate, and you may become short-tempered.

As the addiction gets worse, so do the withdrawal symptoms -- you become more and more anxious and have stronger cravings. In the late stages of the disease, some people in withdrawal see and hear things that aren't really there. Continuing to use alcohol once an addiction has developed can result in liver and brain damage that may not be reversible. It can tear your family apart. Also, a pregnant women who drinks alcohol may have a baby born with fetal alcohol effects (FAE) or fetal alcohol syndrome (FAS), which are characterized by mental and physical problems.

Amphetamines (Speed) and Cocaine

As the addiction to these drugs gets worse, you become obsessed with getting the drug. You cannot stay focused on tasks. You lose your appetite. Your behavior becomes extreme; you are always either really excited or really depressed. It's not that hard to overdose on speed or cocaine because once you start using, you want more and more of the drug to keep the high going. So that's what you do: get high again and again, usually until the money runs out. When the drug starts to wear off, you feel depressed and tired, so you keep using the drug. Before you know it, you're hooked.

Marijuana

Regular use of marijuana causes a loss of interest and motivation: You become lazy and don't care about making life better. You begin to feel depressed. It can also damage your lungs. It affects the brain and may cause you to become fearful as well as forgetful. Focusing on tasks is difficult. You become more interested in getting high than in spending time with friends; you may lose "straight" friends. You lose the energy and drive to be involved in fun activities that don't include using pot.

PCP, LSD, Designer Drugs

These drugs bring to mind hallucinations -- seeing and hearing things that are not really there. When this happens to you at work, you could do foolish or dangerous things. These drugs make you think you are stronger and more powerful than you really are. Accidents are more likely to happen due to poor judgment, and concentrating becomes really hard. Sometimes people who are high on these drugs become anxious and violent, and this can lead to fights and other negative behaviors on the job.

Prescription Drugs

Sometimes drugs prescribed by a doctor for anxiety or pain can lead to abuse or addiction. Many people become hooked on these drugs without realizing it. Using prescription drugs that change your mood can affect your job performance and could contribute to accidents or costly mistakes at work. It is important that you talk to your doctor to be sure you understand the effects of any drug you might take. If you want to know about the risks, ask your doctor to explain them to you, or ask any pharmacist. It's better to be careful than to risk becoming addicted.

Heroin and Other Opiates

An opiate is a drug that makes you sleepy and lessens pain at the same time. There are legal uses for some opiates: A doctor might give an opiate to ease pain, stop diarrhea, or calm a cough. Heroin is an opiate; its effects on the body are similar to the other opiates given by doctors. However, heroin often contains a lot of impurities that add to its harmful effects.

Sometimes opiates are taken as pills; other times they are injected. Whether a person starts using opiates given by a doctor or uses them to change his or her mood (get high), long-term use can result in these problems: abuse or addiction; tolerance (when it takes more of the drug to get the same effect); and dependence (when pain occurs if the drug use is stopped). Being hooked on any type of opiate can disrupt your life, family, and job.

What About Drugs and AIDS?

A person who injects (shoots) drugs and shares needles is at greater risk for being exposed to the HIV virus that causes AIDS. Alcohol and other drugs affect your judgment; many people who use alcohol and other drugs choose unsafe sexual behaviors either while high or to help pay for their drugs. This behavior puts you at great risk for getting AIDS and other sexually transmitted diseases (STDs).

<p>Why Does Your Employer Care?</p> <p><i>"My drug use was really starting to affect my job; I was coming in late a lot and calling in sick more often. Sometimes I would even get high during my lunch hour. I realized that if I kept getting high, I might lose my job . . . and that scared me. My company has a policy that if anyone comes forward wanting help, they will be given help; and if they continue to stay sober, they can keep their job. That was a real relief to me because I have a family to support, and I can't afford to lose my job."</i></p> <p>Chris, age 26, retail manager</p>	<p>A Drug-Free Workplace Contributes To:</p> <ul style="list-style-type: none">• happier, safer employees• decreased insurance costs• better performance• better profits and thus raises• fewer accidents better• increased productivity• and fewer worries overall. <p>Healthy employees mean a healthier and safer workplace. A Drug-Free Workplace Program may give you a chance to get help if you have a problem with alcohol or other drugs or if you just want to help a coworker or family member who is in trouble. So it pays to pay attention to the concern about drugs!</p>
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Is Someone You Care About in Trouble?

Does This Sound Familiar?

Chris has always been a great employee -- full of energy, happy, and a hard worker. But lately, Chris' co-workers have noticed that something is wrong. Chris

- ... is late to work more often and is out sick a lot
- ... doesn't pay attention and forgets things easily
- ... needs a lot of help with work and asks coworkers to cover up for being late
- ... seems to make and receive a lot of personal calls
- ... avoids old friends in the office
- ... is always tired.

Chris' coworkers are worried. Could Chris have

- a problem with alcohol or other drugs?
- marriage troubles?
- a sick or dying parent?
- a night job?
- a spouse or child with an alcohol or drug problem?

As a matter of fact, Chris' problem could be any of these.

So how can you tell if someone has a problem with alcohol or other drugs?

The sudden appearance of unusual behavior may be a sign of an alcohol or other drug problem.

If it is, you will probably notice that the behavior is getting worse. Alcoholism and drug addiction are diseases that will get worse until they are treated or until the person dies. Alcoholism and other drug addiction affect the user's health, behavior, and life. Look at these stages. Do you see someone you know?

S t a g e 1	Casual or "experimental" use. The person gets high but no one thinks it is a problem. There may not be any signs of use at this stage.
S t a g e 2	More frequent alcohol or other drug use. The person starts using more often -- even during the week. Clues to look for: changes in friends, poor school or work performance, mood changes, and unexplained loss of memory, called "blackouts."
S t a g e 3	Preoccupied with getting high. Daily use is common for some users; others may "binge" (use heavily once a week or so.) The user is ill more often. Family and job problems get worse. The user may start to have trouble with the law. Family and friends are concerned.
S t a g e 4	Compulsive use. Without the drug, the user may go into withdrawal, which can be life threatening. Illness, blackouts (memory loss due to brain damage from alcohol or other drugs), and overdosing are more common. The family feels torn apart. Getting money to buy drugs becomes an obsession. The user is about to lose his or her job and is isolated from friends. Without treatment, insanity and/or death may follow.

How to Help

If someone you know shows signs of alcohol or drug abuse, you may want to help. But you need to know how. The best way to help a user face an alcohol or other drug problem is to make sure you don't ignore or cover up behaviors or mistakes that result from the abuse or addiction. When you cover up for someone, it is called **enabling**. Some enablers are also **codependent**.

When you enable, you allow a person to avoid the negative results of using alcohol or other drugs.

People who are codependent treat the user's needs as more important than their own because they want to please the user.

After a while, you may feel angry because the user takes advantage of your patience and kindness.

Codependent people are often raised in addicted families, which puts them at high risk for developing their own addictions. A codependent person may be addicted to drugs, other people, work, sex, money, food, gambling . . . anything to try to ease their emotional pain. If you are saying "not me," remember that people who enable and who are codependent are often in **denial**; they will not admit that there is a problem.

Examples of Enabling and Codependency in the Workplace:

You offer to take on more than your fair share of the work because a coworker is "going through a rough time" and is finding it hard to get her work done on time.

A coworker who you suspect is high has caused an accident -- again. You know that if the boss finds out, your coworker will be fired. You feel sorry for him, so you cover for him by lying to the boss about how the accident happened.

One of your employees seems to have a problem with alcohol; he is late a lot, and sometimes in the morning or after lunch he comes in smelling like alcohol. You convince yourself that it's just a stage. You don't want to get him in trouble; he has a family, and besides, he's a great worker -- when he shows up.

Examples of Enabling and Codependency in the Home:

You often find yourself covering up your wife's alcohol use. Last night, one of your neighbors saw you help her into the house; she was too drunk to walk. The next day, you made a point of telling your neighbor that your wife had gotten a horrible case of food poisoning last night and needed you to help her into the house.

Your husband, Jim, was too hungover to get out of bed this morning, so you called his boss and said that Jim would be out sick today. Now you are worried because Jim's boss sounded like he didn't believe you and made a comment that this is the fifth time this month that Jim has been out "sick."

Your husband caught your 18-year-old son stealing cash from his business and now wants to turn him into the police. You suspect he needed the money to buy cocaine, but you ask your husband not to turn the boy in because you believe he has learned his lesson.

If you ignore, excuse, or cover a user's behavior while drinking or using drugs, you are really just helping the user put off facing the problem -- that the drinking or other drug use has become more important than the person's job or family.

Take Action

Confronting someone can be scary. Here are some common fears and some reassuring facts:

Fear	Fact
You don't know enough about addiction to say anything.	You can learn about abuse and addiction. Every bookstore and library has information on this topic.
You don't have the right to tell someone else how to live his or her life.	You do have the right to tell someone how his or her behavior is affecting you.
Your nagging causes the person to drink or use drugs even more, because it adds stress to the user's life.	You are not the cause of other people's behavior. Using is how the user chooses to handle stress; not using is also a choice.
You'll offend the person if you mention his or her drinking or drug use, or you are too embarrassed to talk about it.	You might offend the user when you say his or her drug use seems extreme . . . but your concern might also save the user's job, marriage, or life.
You know the user has a problem, but you don't know where the person can go for help.	Before you talk to the user, find out about available treatment. Call your local hospital, or look in the telephone book under "alcoholism," "substance abuse," or "rehabilitation."
If you say something, you'll have to get involved. (If you keep quiet, it'll go away.)	If you ignore an addiction, it will only get worse. Addiction is a disease; if it remains untreated, it will kill the user.

Even if you are ready to confront someone, the person may not be ready to listen. A user is in denial when he or she won't admit that the problems are due to drinking or other drug use. Users who are in denial may say things like:

"Who me? I don't have a problem; you have the problem . . ."
"I couldn't have a problem. I have a good job and hardly ever miss a day."
"I could stop if I wanted to; I just don't want to."
"You don't know what you're talking about."
"It's none of your business."

For Family and Friends:

Remember that millions of people have been hurt by someone else's alcohol or other drug use. You are not alone. You can and should get help even if the user won't. There are lots of self-help groups for friends and family of alcohol and other drug abusers. These groups can show you new ways to respond to the user so you don't feel as hurt or scared. And maybe when the user sees the change in you, he or she may realize that it's time to make some changes too. A trained addictions counselor can help you arrange an intervention where friends and family confront the user and encourage him or her to seek help.

For Coworkers:

Don't let a drug-using coworker put your health, safety, or job in danger. If you suspect that someone is using alcohol or other drugs on the job or is coming to work high, don't help the user avoid facing the consequences of his or her behavior. If an impaired coworker threatens your safety, tell a supervisor right away. If you see a coworker get high or deal drugs on the job, report it to a supervisor as soon as you can. If a coworker asks you for help, refer him or her to the help and hotlines listed below. If your company has an employee assistance program (EAP), you may want to talk to an EAP counselor about how to handle the coworker's alcohol or other drug use.

Where to Find Help

National Hotlines

If you or someone you know has a problem with alcohol or other drugs, call these hotlines for free, confidential help.

The Center for Substance Abuse Treatment's (CSAT) Drug Information, Treatment, and Referral Hotline:

1-800-662-HELP

NarAnon

(310) 547-5800

Toughlove

1-800-333-1069

Families Anonymous

1-800-736-9805

Center for Disease Control's (CDC) National HIV/AIDS Hotline

1-800-342-2437

Parents Resource Institute for Drug-Free Education (PRIDE)

(404) 577-4500

Publications

The following list of readings can be ordered for free by calling the National Clearinghouse for Alcohol and Drug Information at 1-800-729-6686:

Growing Up Drug Free: A Parent's Guide To Prevention

Helping Your Child Say No To Alcohol And Other Drugs (Bilingual)

Alcoholism Tends To Run In Families

What You Can Do About Drug Use In America (Bilingual)

How Getting High Can Get You AIDS

Ask for the telephone number of your State clearinghouse -- the RADAR Network -- from the National Clearinghouse for Alcohol and Drug Information.

More information about alcohol and other drug abuse can be ordered for a fee from these publishers:

Hazelden Educational Materials: 1-800-328-9000

Health Communications: 1-800-851-9100

Parkside Publishing: 1-800-221-6364

Performance Resource Press: 1-800-453-7733

Also check your local library or bookstore.

Local Resources

Look in your local telephone book for these numbers:

Alcoholics Anonymous	Drug Treatment Center
Alateen (for children of the user)	Cancer Society
Al-Anon (for family members and friends)	Lung Association
Adult Children of Alcoholics (ACOAs)	County or State Addiction or Mental Health Agency
Narcotics Anonymous	County/Victim/Mental Health Hotline
Nar-Anon (for family members and friends)	Other
