

Drug Free Workplace Employee Awareness Educational Update

Newsletter 2018 - 2019

First District RESA

Safe, Healthy, and Supportive Schools Program

www.fdressa.org



Promoting professional development, programs, and evidence based strategies, and PBIS to enhance the four dimensions of positive school climate.

Safety

Relationships

Teaching and Learning

Institutional Environment

Visit your school's School Climate Dashboard at:

<http://www.gadoe.org/Georgia-Insights/Pages/School-Climature-Star-Rating.aspx>

For more information contact Irene Denmark or Dee Ann Roesel at First District RESA

912-842-5000

WORKPLACE IMPACT



Alcohol abuse and the use of illegal drugs are serious workplace problems. Nearly three quarters of those who use illegal drugs also work, and alcohol remains the leading drug of abuse as one in every ten people in the United States has an alcohol problem. Twenty percent of young workers admit to using marijuana on the job. "A person's abuse of alcohol or other drugs affects everyone around him or her. Whether it is an employee, an employee's loved one, or a coworker who has a problem, the impact can be felt on the job." The good news, however, is that experience demonstrates that employers have enormous potential to protect their workplaces from the negative impact of substance abuse by educating employees about its dangers.

When you think about it, alcohol and other drugs can rob you of everything you worked so hard for: your **health, family, and friends**. Illegal drug use can result in being arrested and having to pay fines. Alcohol and other drugs can affect any one of us from all walks of life, at any age, and in all types of jobs.

Why is having a drug free workplace important? Having a drug free workplace sends a clear message that use of alcohol and drugs in the workplace is prohibited. Drug free workplace policies help protect the health and safety of all employees, stakeholders and the public. Substance abuse also affects the bottom line; it costs you money. Drug users at a minimum consume almost twice the benefits as nonusers, are absent 1.5 times as often, and make more than twice as many workers' compensation claims. Alcohol and other drugs create a poor work environment because drugs keep you from doing your best on the job. "Marijuana users have a 78% increase in absenteeism over non-users, 85% more injuries at work than non-users and 64% more disciplinary problems than non-users." (AMA). Having a drug free workplace can foster increased morale, safety and productivity.

The Safe & Drug Free Schools & Communities Act (SDFSCA), 20 U.S.C. 3171, requires all school systems to adopt and implement a program to "prevent the use of illicit drugs and alcohol by students or employees." The federal **Drug Free Workplace Act, 41 U.S.C. Section 702**, requires employees to notify their employer within five days of a conviction of any criminal drug statute for a violation occurring in the workplace. However, the **Georgia Drug Free Public Work Force Act, O.C.G.A. 45-23-1**, requires public employers to suspend an employee for a second offense. This applies to any drug offense regardless of where it occurs. **Please refer to your own local policy for additional policy restrictions.** Employees with CDL's who drive school buses have additional workplace regulations that must be followed. Bus drivers must adhere to the U.S. Department of Transportation Federal Highway Motor Carrier Safety Administration regulations.

STRESS CAN IMPACT YOUR HEALTH

"Between 60% and 80% of visits to health care providers in the United States are related to stress." Stress prevention and management are vital. According to www.heart.org, we can fight stress with healthy habits. See the 10 suggestions listed below.

1. Talk with family and friends
2. Engage in daily physical activity.
3. Embrace the things you are able to change.
4. Remember to laugh.
5. Give up the bad habits.
6. Slow down
7. Get enough sleep.
8. Get organized.
9. Practice giving back.
10. Try not to worry.

"Relying on alcohol and drugs to deal with problems and emotions can often create more problems."



HELPLINES AND RESOURCES FOR EMPLOYEES



SAMHSA's NATIONAL TREATMENT HELPLINE

1-800-662-HELP (4357)

www.samhsa.gov/find-help/national-helpline

SUICIDE PREVENTION LIFELINE

1-800-273-TALK (8255)

www.suicidepreventionlifeline.org

DISASTER DISTRESS HELPLINE

1-800-985-5990

www.samhsa.gov/find-help/disaster-distress-helpline

GEORGIA CRISIS & ACCESS LINE

1-800-715-4225

ALCOHOLICS ANONYMOUS

1-212-870-3400

www.aa.org/

GEORGIA TOBACCO QUIT LINE

1-877-270-7867

NAR-ANON

1-800-477-6291

www.nar-anon.org

EDUCATIONAL PREVENTION VIDEOS

“Dose of Reality” ~ <http://www.ndwa.org/>
“It’s Not What the Doctor Ordered” ~ www.fdresa.org

PRESCRIPTION DRUG ABUSE PREVENTION

stop.rxabuseinga.org

MENTAL HEALTH SCREENING TOOLS

<http://www.mentalhealthamerica.net/mental-health-screeningtools>

GEORGIA SCHOOL SAFETY HOTLINE

1-877-SAY-STOP

SUICIDE PREVENTION RESOURCE CENTER

www.sprc.org

HUMAN TRAFFICKING HOTLINE INFORMATION

1-888-373-7888

IMPORTANT NOTE:

It is unlawful to manufacture, distribute, dispense, possess, or use a controlled substance or alcohol in the workplace. This prohibition includes, but is not limited to an employee being under the influence of alcohol or controlled substances while on duty. It is the responsibility of each staff member to become familiar with the contents of and read and abide by his/her system Drug Free Workplace policies and procedures. If you have any questions, please contact your supervisor.

GEORGIA DRUG FREE PUBLIC WORK FORCE ACT

Working in an environment that is alcohol and drug free has many advantages for all employees. Employees benefit from knowing that a “drug free workplace” applies not only to them, but to all workers. In an effort to encourage employees to get help for drug abuse problems, the **Georgia Drug Free Public Work Force Act** allows an employee to retain employment while receiving drug abuse treatment according to specific conditions. **PRIOR** to an arrest for a drug offense, an employee may notify the Board of Education or Superintendent that he/she uses illegal drugs and wants to receive treatment at his/her own expense. The employee is then entitled to maintain employment for up to one year as long as the employee follows the treatment plan prescribed by the treatment provider. *(Please see your own policy for additional provisions or restrictions.)*



Vaping and e-cigs are not the same. Traditional e-cigarettes have a distinct cigarette taste and appeal. What is more popular now with teens are vapes. Vapes are small, refillable devices that heat “vape juice,” atomizing the liquid into a mist. Neither device uses tobacco but both can deliver nicotine. Vapes can also contain substances like THC, the chemical found in marijuana. Vape juice masked by fruity flavors that contains THC oil can be undetected because its odor free. Most vapes often

only contain the juice. Would you know an e-cig or vape if you saw it? “Vape technology has evolved quickly, making devices small and discreet.” Some models look like refillable lighters with a mouthpiece while others can look like a pen, computer stick, a car key fob, etc. Most teens don’t understand that vaping is harmful. For the most part, vaping should fall under the existing school policy on drugs, alcohol, and tobacco. Policies should address vaping on school grounds and possession of vaping devices. For more information go to www.healthychildren.org.

TEST YOUR EDUCATORS ETHICS KNOWLEDGE QUIZ

A safe learning environment for all students is a top priority for everyone in Georgia. A critical factor in establishing and maintaining that safe environment is appropriate and professional educator conduct. Take the Ethics Quiz linked below:

<https://www.gapsc.com/Ethics/Home.aspx>



**Georgia Professional
Standards Commission**

Protecting Georgia's Higher Standard of Learning

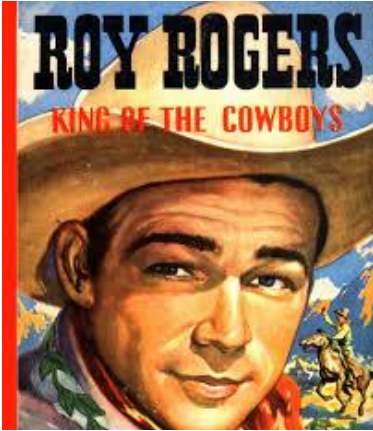
“Traumatic experiences can include witnessing or experiencing physical, sexual, and emotional abuse; bullying; terrorism, loss of a loved one; family and community violence; natural disasters; living with a family member whose caregiving ability is impaired and having a life-threatening injury or illness.” *According to data from the 2016 NSCH, 46% of the nation’s youth age 17 and under report experiencing at least one trauma.* Children and youth who have experienced traumatic events are at risk of developing serious emotional disturbances. Children and youth exposed to trauma spend more time out of class, are more likely to fail a grade, score lower on achievement tests, and have higher rates of suspensions, expulsions, and referrals to special education. According to the National Center on Safe Supportive Learning Environment, trauma-sensitive schools are grounded in a set of core principles: a) have staff who understand trauma and its impact; b) believe that healing happens in relationships; c) ensure emotional and physical safety for all; d) view students holistically; e) support choice, control, and empowerment for students, staff, and families; f) strive for cultural competence; and g) use a collaborative approach. A trauma-sensitive school is a safe and respectful environment that enables students to build caring relationships with adults and peers, self-regulate their emotions and behaviors, and succeed academically, while supporting their physical health, and well-being. The Lesley University and Massachusetts Advocates for Children “Trauma-Sensitive School Checklist,” uses the following five components:

1. School-wide Policies and Practices
2. Classroom Strategies and Techniques
3. Collaborations and Linkages with Mental Health
4. Family Partnerships
5. Community Linkages

To learn more about Trauma-Sensitive Schools, view the training modules at:
<https://dpi.wi.gov/sspw/mental-health/trauma/modules>

ARE YOU A MANDATED REPORTER?

All child service organization personnel are mandated reporters. Child service organization personnel means persons employed by or volunteering at a business or an organization, *whether public, private, for profit, not for profit, or voluntary, that provides care, treatment, education, training, supervision, coaching, counseling, recreational programs or shelter to children (O.C.G.A. 19-7-5(c)(1)).* There are four types of child abuse: Neglect, Emotional/Psychological, Physical Abuse, and Sexual Abuse. **Mandated reporters only need “reasonable suspicion,” not direct evidence, to report.** When you suspect a child is being maltreated, report your concerns to the designated reporter in your school or to your school administrator. To ensure the matter has been timely reported, you may follow-up in writing with your designated reporter and/or administrator. Reports must be made as soon as possible but at least within 24 hours (“real time”). **Any person or official required by Georgia law to report suspected cases of child maltreatment and who knowingly and willfully fails to do so shall be guilty of a misdemeanor. Please also check with your school system for any additional requirements.**



Roy Rogers was a famous singer and actor that was known as the King of the Cowboys. He lived his own appropriate code of conduct on his show and in his life. During the fifties and sixties, boys and girls had a role model that they could see and hear on TV. When you think about it, the “Old West” had a code. In reading the book: *“Cowboy Ethics, What Wall Street Can Learn from the*

Code of the West,” you can learn what **10** principles make up the Code. The **10** principles are really basic work practices, but very relevant to our work.

- “Code of the West”**
1. Live each day with courage.
 2. Take pride in your work.
 3. Always finish what you start.
 4. Do what has to be done.
 5. Be tough but fair.
 6. When you make a promise keep it.
 7. Ride for the brand.
 8. Talk less and say more.
 9. Remember that some things aren’t for sale.
 10. Know where to draw the line.

Students who took the FY17 Georgia Student Health Survey answered the question: **“During the past 12 months on how many occasions have you attempted suicide?”**

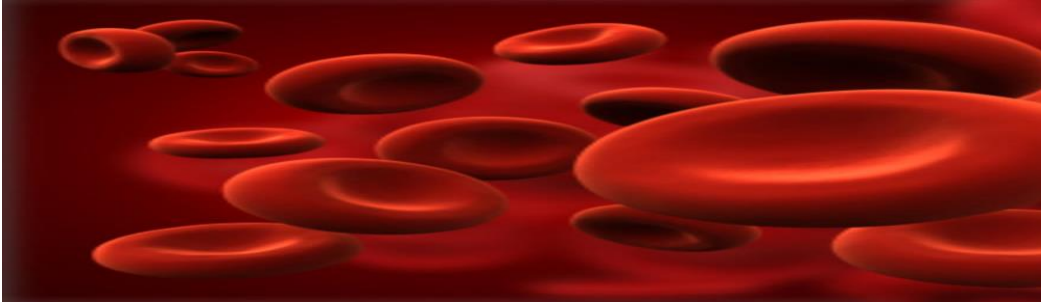
On 1-2 Occasions

6 Grade	2.2%
7 Grade	2.69%
8 Grade	2.89%
9 Grade	2.83%
10 Grade	2.73%
11 Grade	2.40%
12 Grade	2.06%

Visit the link below to learn about suicide prevention.



UNIVERSAL PRECAUTIONS FOR SCHOOL STAFF



Universal Precautions

BIOHAZARD
INFECTIOUS
WASTE

- Treat all blood and bodily fluids as if they are infected
- Treat potentially contaminated materials as if they are infected
- The goal is to avoid all direct contact
- Universal precautions apply to any and all potential exposures
- **No contact, no exposure. No exposure, no infection.**

Research shows that the risk of getting a significant contagious disease in a school setting is extremely small. School staff and contracted personnel in the school need to decrease the possibility of exposure to bloodborne pathogens. Bloodborne pathogens are infectious microorganisms in human blood that can cause disease in humans. These pathogens include, but are not limited to, hepatitis B (HBV), hepatitis C (HCV) and human immunodeficiency virus (HIV). The CDC recommends standard or universal precautions to aid against other infections including FLU and MRSA.

The **Georgia Board of Education Rule #160-1-3-03** requires all schools to adopt routine procedures consistent with the Centers for Disease Control and Prevention's Universal Precautions for handling blood and bodily fluids. The **Georgia BOE Rule #160-1-3-03** also requires that schools allow an infected student or employee to remain in his or her educational or employment setting **UNLESS he/she currently presents a significant health risk of contagion based on reasonable medical judgment.**

TAKE PRECAUTIONS WHEN BLOOD AND BODILY FLUIDS ARE PRESENT

- ✓ Use a barrier (latex/rubber gloves, paper towels, or cloth)
- ✓ Bag the soiled clothes of the injured person in a plastic bag to be sent home
 - ✓ Thoroughly wash hands with soap!
- ✓ Clean surfaces with bleach solution or commercial disinfectant

FLU SEASON IMPACTS SCHOOL ATTENDANCE



TAKE PRECAUTIONS

Take everyday preventive actions to stop the spread of germs.

- Try to avoid close contact with sick people.
- While sick, limit contact with others as much as possible to keep from infecting them.
- If you are sick with flu-like illness, CDC recommends that you stay home for at least 24 hours after your fever is gone except to get medical care or for other necessities. (Your fever should be gone for 24 hours without the use of a fever-reducing medicine.)
- Cover your nose and mouth with a tissue when you cough or sneeze. Throw the tissue in the trash after you use it.
- Wash your hands often with soap and water. If soap and water are not available, use an alcohol-based hand rub.
- Avoid touching your eyes, nose and mouth. Germs spread this way.
- Clean and disinfect surfaces and objects that may be contaminated with germs like the flu

Guidelines to Prevent the Spread of Staph (including MRSA) in the School Setting:

Can I Prevent MRSA? How?

These are the steps you can take to reduce your risk of MRSA infection:

1. Maintain good hand and body hygiene. Wash hands often, and clean your body regularly, especially after exercise.
2. Keep cuts, scrapes and wounds clean and covered until healed.
3. Avoid sharing personal items such as towels and razors.
4. Get care early if you think you might have an infection.

Students and teachers should be encouraged to report known or suspected MRSA infections to the school nurse.



Centers for Disease Control ~ <https://www.cdc.gov/>