

## What You Can Do?

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Be honest with yourself. Did you relate to any of the warning signs listed? Did some bring to mind a friend, co-worker or loved one? If so, there may be a problem. While it is always best to address a problem early on and before being able to “check off” all of the warning signs, know that it is NEVER too late to seek assistance. There are different types of programs available and most are on an outpatient basis. The first step is to talk about the problem with a trained professional to best assess your situation and options.

The Employee Assistance Program (EAP) is a service offered to employees and family members to help address and cope with stressors and/or personal problems. The EAP Coordinator assists with clarifying problems, exploring solutions, and selecting the best course of action. All services are confidential and time with the EAP Coordinator is of no cost to the employee. When necessary, individuals may be referred to an appropriate resource for additional assistance. Follow-up is provided to ensure needs are met.



Scan Me!

## Employee Assistance Program

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## Employee Assistance Program

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## Alcohol & Drug Misuse

## Employee Assistance Program



City of Milwaukee EAP

**Tel:** 414-286-3145

# "...one alcohol/drug abuser affects at least five other people."

## Introduction

Alcohol and drug misuse is a major problem in our country. It leads to broken families, numerous health problems, lost jobs, poor job performance, suicides, and death. According to recent reports, at least 20% of the U.S. population suffers from some form of alcohol/drug abuse. It is also estimated that one alcohol/drug abuser affects at least five other people.

The purpose of this information is to help people better understand alcohol/drug problems and seek help in the early stages of the illness, when it is easier to treat and there are less disastrous effects. More importantly, this information is intended to help individuals preventing dependency on development of an alcohol/drug problem.

Many people believe stating someone has an alcohol problem and a drug problem is being redundant. In many ways they are correct, because alcohol is a drug. So, we are really talking about all forms of substance use.

## Progression of Dependency

Drug dependency does not happen overnight; It takes time. Some drugs are quicker than others to develop dependency, but all drug dependency involve a progression. There is a starting point that advances from use to misuse to dependency.

### USE

- *Moderate/Social Use:* This is use that is done in a temperate and social way. It is not done to escape problems, stress or anxiety.
- *Occasional Stress Relief Use:* This is not necessarily indicative of a problem, if done occasionally and in an appropriate manner; however, occasional stress relief can be the start of a problem.

### MISUSE

- *Increased Stress Relief Use:* This is the point where use becomes abuse/misuse. One begins to use the substance more and more to relieve stress. Often the use leads to other problems at home, work or legal issues, which cycles back to more use in order to cope.

### DEPENDENCY

- *Emotional/Psychological Dependency:* The individual now needs the drug to relieve stress on a regular basis or risk becoming anxious, agitated or depressed. This happens because

the mind has adjusted to the substance in order for it to function. At this stage the body also changes and it takes more of the substance to achieve the desired effect (tolerance).

## Warning Signs

- *Stress Relief Use*
- *Blackouts:* Not remembering events that occurred when under the influence.
- *Guilt/Remorse*
- *Lack of Control:* Using past one's intention.
- *Personality Changes:* Becoming a different person while under the influence, often aggressive or hostile.
- *Family/Work or Legal Problems*
- *Binges:* Extended bouts of using/drinking that may last a whole day, a week or longer.
- *Increase Tolerance:* Adapting to the drug/alcohol, requiring larger quantities to attain the desired effect.