PATIENT TOOLS

ASSESSING QUANTITY

ALCOHOL & SEDATIVE HYPNOTICS HEROIN & OTHER OPIOIDS

COMMONLY ABUSED SUBSTANCES

A "STANDARD DRINK" (a standard drink contains approximately 12-14 grams or 0.5-0.6 oz of pure alcohol) Liquor/Distilled Malt Liquor Table Wine Fortified Wine (37-40%) (7-10%) "Spirits" (12-13%) (FW), Port, Sherry (17-20%) (Cognac, Martell. odka, gin, rum, Merlot, Pind bra,Camo scotch, whiskey, Hennessy, E & light Train Express Courvoisier. urbon, tequila Hurricane, Richard's Wild Iris Remy Martin Rose, Thunderbird 12 oz. 1.5 oz. 1.5 oz. 6-8 oz. 5 oz. 3.5 oz. "Double Deuce"= 2 drinks "Half Pint"= 4 1/2 drinks "Pint"= 2 1/2 drinks "Quart"= 2 1/2 drinks "Pint" of FW = 4 drinks "Pint"= 8 1/2 drinks "40" of beer = 3-4 drinks "Fifth"= 17 drinks "Fifth"= 5 drinks "40" of malt liquor = 6-7 drinks "Fifth" of FW = 7 1/2 drinks "Handle"= 40 drinks

		В	LOO	O ALC	оног	CON	TENT	(%)		
				В	ody W	eight				
Drinks		<u>90 lb</u>	100 lb	120 lb	140 lb	160 lb	180 lb	200 lb	220 lb	240 lb
	М	-	.04	.03	.03	.02	.02	.02	.02	.02
1	F	.05	.05	.04	.03	.03	.03	.02	.02	.02
2	м	_	.08	.06	.05	.05	.04	.04	.03	.03
2	F	<mark>.10</mark>	<mark>.09</mark>	<mark>.08</mark>	.07	.06	.05	.05	.04	.04
3	м	-	.11	.09	.08	.07	.06	.06	.05	.05
3	F	.15	<mark>.14</mark>	<mark>.11</mark>	<mark>.10</mark>	<mark>.09</mark>	<mark>.08</mark>	.07	.06	.06
4	М	-	.15	.12	.11	.09	<mark>.08</mark>	.08	.07	.06
4	F	.20	<mark>.18</mark>	<mark>.15</mark>	<mark>.13</mark>	<mark>.11</mark>	<mark>.10</mark>	<mark>.09</mark>	<mark>.08</mark>	<mark>.08</mark>
5	М	_	<mark>.19</mark>	<mark>.16</mark>	.13	.12	.11	<mark>.09</mark>	.09	. <mark>08</mark>
5	F	.25	<mark>.23</mark>	<mark>.19</mark>	<mark>.16</mark>	<mark>.14</mark>	<mark>.13</mark>	.11	<mark>.10</mark>	<mark>.09</mark>
6	м	-	.23	.19	.16	.14	.13	.11	.10	.09
О	F	<mark>.30</mark>	<mark>.27</mark>	<mark>.23</mark>	<mark>.19</mark>	<mark>.17</mark>	<mark>.15</mark>	<mark>.14</mark>	<mark>.12</mark>	<mark>.11</mark>
Subtra	act .	015 ev	ery ho	ur afte	r drink	ing		> lega	drivin	g limit

	LIMITS FO	
	Per Week	Per Day
Men	14	4
Women	7	3
All age >65	7	3

NK	LIIVII I S FO	RICIW				
	K DRINKI		DECI	SIONAL B	ALANCE S	HEET
	Per	Per				
	Week	Day	CHA	NGE	CON	TINUE
1	14	4	BEHAVIOR		BEHAVIOR	
			PROS	CONS	PROS	CON
en	7	3				
ge	7	3				

READINESS RULER										
0	1	2	3	4	5	6	7	8	9	1
Not R	eady				Unsure					Read

Cocaine:	 ➢ Often comes in \$10 (a "dime") "vials", "pills", "bags." Crack used in "rocks." ➢ Powder also bought in 1/4 ounce, 1/8 ounce ("eightball"). 	S
<u>Heroin:</u>	 \$10 = 1 "pill" = 1 "cap" = a "dime" = 1 "bag" (also \$6 and \$20 bags). Also used in "grams" in some areas. Can be "raw" (uncut; up to 90% pure) or "scramble" (cut: 5-10% pure) 	R
Benzos:	 Ask about "pills" and then specify "benzos like Valium, Xanax, Klonopin?" Xanax*. 0.25mg-"white football"; 0.5mg-"peach football"; 1mg-"blue football"; 2mg- white "bar" (4 segments) Xanax XR- 0.5mg- white pentagon; 1mg- beige square; 2mg- blue circle; 3mg- green triangle Klonopin* ("Pins")(round)-0.5mg- orange; 1mg- blue; 2mg- white Valium*- (cut-out "V" in center)-2mg- white, 5mg- yellow, 10mg- blue *(the appearance of generic brands may vary but doses are the same) 	2
<u>Marijuana:</u>	Ounces; joints (small cigarette size); blunts (large joint often in hollowed-out cigar or rolled in cigar paper); bowls (of pipe /"bong")	<u>/</u>
Opioids (Rx):	> Oxycontin ("Oxys")- 10, 20, 30, 40, 60, 80, 160mg > Percocet ("Percs") - 2.5, 5, 7.5, 10mg oxycodone > Vicodin – 5, 10, 15 mg hydrocodone	2
Nicotine:	 Pack contains 20 cigarettes (5-10 cigars); Carton contains 10 packs Snuff, Snus, "Dip", Chewing/Dipping Tobacco comes in cans, tins, pouches Often report smokless tobacco use in number of times/"dips"/"pinches" per day 	<u> </u>
Alcohol:	 Ask about beer & wine specifically; many people don't consider them to be alcohol Ask if beer is 12, 16 ("a pint"), 22 ("a double-deuce"), 32 ("a quart") or 40 ("a 40") ounces. Ask if the bottle/pint/quart/fifth/etc. is wine, beer, or liquor. Ask if it is consumed alone or shared with friends. "Miniature"=1.6 oz. Pint=16 oz. Quart=32 oz. "Fifth"=25. oz. Liter=33.8 oz. "Handle"=1.75 liters Gallon=128 oz. Case=24 12oz beers Table Wine Bottle (750mL) = 25 oz. Mixed drinks often contain >1.5oz. of liquor 	I

JRINE TOXICOLOGY BASICS

- > Drug screens are typically done with immunoassay; use cutoffs for various drugs > Confirmation generally performed with GC/MS (more specific & expensive) or 2nd assay
- > "Opiate" screens generally test for morphine; will often not detect synthetic opioids (Demerol, Methadone, Dilaudid, Fentanyl, Buprenorphine)
- > "Opiate" screens cannot distinguish heroin from other morphine-derived opioids "Amphetamine" screen may be false + for many cold preparations (eg pseudophed)
- > "Benzodiazepine" screens vary; may miss some common benzos like alprazolam
- Remember that **opiates** and **benzodiazepines** are often given for medical reasons before urine is obtained

If unsure of meaning of a test result, "WEED it" 1. Write out patients medicines

- 2. Examine the patient carefully

3. Equate test result with physical examination 4. **D**uplicate the test

Although >95% of alcohol withdrawal cases are uncomplicated and self limited, withdrawal can be fatal!

REMEMBER:

- > Management of benzodiazepine & barbiturate withdrawal is the same as that for alcohol
- > Chronic alcohol use can affect the liver: lowering dose of some medications may be necessary
- > Concomitant benzodiazepine abuse may delay, intensify & prolong withdrawal

DELIRIUM TREMENS (DTS) Typically seen within 72 hours after

- last use: can be within hours or up to 1 week
- Always evaluate for other causes delirium (head trauma, metabolio etc.)

Increased risk of DTs:

head trauma

 history of DTs
 chronic alcohol use head trauma
 older age concomitant medical problems

history of withdrawal seizures

history of other seizure disorder

- Signs & Symptoms of DTs: hypertension •anxiety/agitation •tachycardia
- hyperactive reflexes •tremulousness •hallucinations •diaphoresis •disorientation
- •insomnia Increased risk of Withdrawal Seizures:

ALCOHOL WITHDRAWAL SEIZURES

seizures (head trauma,

hypoglycemia, etc.)

- Alcohol wihtdrawal seizures are independent of DTs
- •concomitant benzodiazepine abuse Typically seen 12-48 hours after la use; can be as much as 1 week late Always evaluate for other causes of

WERNICKE'S ENCEPHALOPATHY

Prevention with thiamine is crucia

Signs & Symptoms of Wernicke's Encephalopathy:

- nystagmus •confusion
- •lateral gaze paralysis •diplopia •ataxia short-term memory deficits

TREATMENT OF WITHDRAWAL

- > Remember that **Delirium Tremens** is **much easier to prevent** than to treat once present
- > A shorter-acting benzodiazepine does not speed-up the detox

Symptom-triggered:

- Monitor signs and symptoms of withdrawal regularly (q10-60mins) and initiate benzodiazepine at earliest sign of withdrawal: Valium (diazepam) 10mg IV then 5-10mg PO/IV q 15-60 mins until sedated
- > If available, use protocol linked to standardized assessment (AWS; CIWA)

Standing order of benzodiazepine:

- May be more practical due to staffing or if patient at very high risk for DTs or withdrawal seizures
- Valium (diazepam) 10-20mg PO or IV q 6 hours
- Librium (chlordiazepoxide) 50-100mg po q 6 hours • Ativan (lorazepam) 2-4mg PO or IV or IM a 1-6 hours

Need to individualize dose:

- > Some patients will need much higher doses > Give enough until sedated or cessation of signs and symptoms of withdrawal
- > Taper by 20-25% of dose/day (after pt. stable for 24 hrs); slower if patient unstable

REMEMBER: You can die from overdose but not withdrawal (except neonates & very ill)

<u>OPIOID</u> INTOXICATION **OVERDOSE**

- Signs/Symptoms:
- respiratory depression apathy
- slurred speech impaired judgment
- constricted pupils drowsiness
- pruritus impaired attention
 - coma

TREATMENT OF OVERDOSE

1) Establish adequate oxygenation.

to take PO) until confirmed.

- 2) Administer Naloxone (Narcan) (response typically seen in 1-2 minutes). > Start with 0.1-0.4mg IV (2mg IV if comatose or apneic).
- May need to repeat dose if overdose on methadone or Oxycontin May need higher doses (10mg) if overdose on high potency opioid (Fentanyl).

OPIOID WITHDRAWAL

Signs/Symptoms:

 dilated pupils
 lacrimation irritability/dysphoria
 anxiety piloerection •restlessness •diaphoresis •diarrhea •craving •abdominal cramping •rhinorrhea •nausea/vomiting aches (especially back/legs) •tachycardia •hypertension

TREATMENT OF WITHDRAWAL (in hospitalized patients)

- > If patient says he/she is on a methadone program, call the program, document the dose and staff person you talked to and resume that dose unless patient is overly sedated If unable to contact program, only give 20-40mg PO(10-20mg IV if unable
- If patient says he/she is on buprenorphine (Subutex, Suboxone, Suboxone Film) maintenance, and is not in significant pain, continue maintenance dose. If in significant pain, may need to discontinue buprenorphine & start opioid. (May require higher dose).
- > If patient is in significant pain, place on a standing dose of an opioid.
- > Remember, someone who is dependent on opioids will likely need higher dose!
- > If patient is **not in significant pain**, **not likely to go to surgery** and **not pregnant**, can start on buprenorphine/naloxone (Suboxone): > 4-8mg sublingually initially w/ 2-4mg every 8-12 hrs prn for
- additional sxs. > If the patient is unable to take sublingual (eg. delirious, agitated), can
- use Buprenex 0.3-1.2mg IM or IV (not "push") q 6-12 hours.
- > Can treat various signs/symptoms symptomatically: muscle aches -ibuprofen spasms - methocarbamol

irritability - benzodiazepines nausea - Phenergan, Bentyl insomnia - trazodone diarrhea - Imodium. Kaopectate

IMPORTANT FACTS ABOUT BUPRENORPHINE

- > Use higher doses for higher heroin use or current pain issues.
- Begin to taper 3-4 days prior to discharge.
- > Don't give within 6-12 hrs. after an opioid; may precipitate withdrawal!
- ➤ May need to wait >24 hours after long-acting (methadone, Oxycontin).
- > Opioids will be relatively ineffective for 8-24 hrs after buprenorphine. > Use NSAIDs, ketorolac, regional anesthesia for additional pain control.

pper; Dust; Dummy Dust; Hog phant Juice; Peace Pill; Sherm	Dissociative anesthetic/ I	smoked IN; IV; PO	nystagmus(\leftrightarrow , \updownarrow); ataxia; analgesia; rigidity nonspecific \downarrow judgment/resp; belligerence; confusion; coma	nonspecific	1-14 30(chronic)
Pain; Microdot; Blotter ; Magic Mushrooms; Shrooms	Hallucinogen PO/ I	mucosally PO	hallucinations; illusions; delusions; restless disorientation; ↓judgment/coordination	none	Δ
(lonopin -Pins; Xanax -Bars shypno l- Roofies; Roofenol	Sedative-Hypnotic PO IV(I	arely)	relaxation; sedation; disinhibition; slurring ↓judgment/coord./resp; amnesia; coma	disorientation;	s 1-14 30(long act)
rity; E; XTC; Rave; Rolls ; Speed; M&M M; Essence	Psychedelic- Stimulant/ I	PO(tablet) smoked(rare	PO(tablet)	fatigue; lethargy; hypersomnia depression; suicidal ideation	1-3 5(chronic)
ıatomax; Liquid E; Liquid X İy Harm; Scoop; Vita-G; Jib	Sedative I/III (Xyrem)	PO(liquid)	relaxation; sedation; disinhibition; slurring ↓ judgment/coord./resp; amnesia; coma	disorientation;	Δ
et; Ket; Kit Kat; Super K oer Acid; Cat Valiums; Purple	Dissociative- anesthetic/III	IN; IM PO(liquid)	$nystagmus(\leftrightarrow,\updownarrow); \ ataxia; \ analgesia; \ rigidity nonspecific \\ \downarrow judgment/resp; \ confusion; \ coma$		2-4 14(chronic)
pers; Amys; Rush; Bullet x; Locker Room; Bolt; OZ	Inhalant Vasodilator	inhaled(IN)	$syncope; giddiness; \downarrow senses; amnesia; \downarrow BP \\ enhanced orgasm; hypoxia; nausea; coma$	minimal- irritability; headache	
Whippets; balloons	Inhalant General anesthetic	inhaled(oral)	inhaled(oral) mild euphoria; ↓inhibitions/pain; sedation minimal-irritability frost burn; neuropathy	minimal-irritability	ı
re; Gas	Solvent; Adhesive Propellant	huffed/inhali (IN+oral)	Solvent; Adhesive huffed/inhaled bad breath; Slurred speech; nausea/vomit irritability; headache; insomnia Propellant (IN+oral) Judgment/coordination/resp; arrhythmias depression	irritability; headache; insomnia depression	
rnolds; Gym Candy; Pumpers	Anabolic Steroid	₹	agitation; aggressiveness("roid rage")	insomnia; depression; irritability	20



A POCKET GUIDE FOR

TOBACCO, ALCOHOL, & DRUG SCREENING, BRIEF INTERVENTION, REFERRAL & TREATMENT



Tobacco, alcohol and drug misuse cause significant health problems alone and complicate the management of other medical problems. All patients should be screened for:

- Tobacco use Alcohol misuse
- Drug use
- Prescription medication misuse

Any at-risk use should be addressed with a brief intervention and a referral for further assessment and treatment, if appropriate.

For more substance abuse resources & information, please visit our website:

www.sbirt.umaryland.edu







SCREENING

ALWAYS REMEMBER TO:

- Have a non-judgmental attitude!
- > Be aware of your own pre-conceptions and attitudes about substance abuse.
- > Acknowledge that you recognize that this information is difficult to talk about.
- > Ask open-ended questions initially and move to more directed questions as needed.
- > Assure the patient that you are asking because of concern for his/her health.
- > Pay attention to the **manner** in which patient responds (eg. indications of discomfort).
- > Always ask about current and past substance use.
- > Try to avoid using labels (like "alcoholic" or "addict").

TIMING THE SUBSTANCE USE SCREENING

- > Ask about prescription medications and more socially acceptable substances (like caffeine) first and then move on to tobacco, alcohol and illicit substances.
- > Ask about **family history** of alcohol or drug abuse first and then ask about the patient's own use.
- Ask about general health habits such as sleep, exercise and diet first and then get into over-the-counter drugs, caffeine, tobacco, alcohol and illicit drugs.
- Ask about leisure activites/hobbies and ways of coping with stress.
- > Ask about substance use whenever the patient brings it up for some other reason (such as talking about their boss at work, etc).

- #3) X #4): = "pack-years"
- 1) "Have you ever smoked cigarettes or used other tobacco products?" If "YES", ask:
- #2): any use is a 2) "Have you smoked/used any in the past 30 days?" If "YES", ask: 3) "On average, how many cigarettes do you smoke (or times do you use) per day?'
 - 4) "How long have you been smoking (using) at that rate?" > If daily use, can administer the Fagerström Tolerance Test

#2): >4 (men) or

- >3 (women) is a + screen
- #3): even once is a + screen
- #4) & 5): "YES" a + screen
- 1) "How often did you have a drink containing alcohol, even beer or wine, in the past year?" If any at all, administer AUDIT or ask: 2) "How many drinks do you have on a typical day when you
- 3) "How often did you have 5 (for men) / 4 (for women) or more drinks on one occasion in the past year?" If #2) or #3) is +, ask
- 4) "Has anyone ever thought you might have a problem with
- 5) "Have you or someone else ever been injured as a result of your
- 6) If **daily** use: "Have you ever had seizures or other **withdrawal** when you stop?"

MEDICATION MISUSE

#1): any "YES" is + screen

- 1) "Have you ever taken prescription medication that was not prescribed for you or in a way that was not prescribed?" If "YES", ask:
- 2) "Tell me more about that..." or "Did you do this only for the feeling/experience that it caused or to 'self-medicate'?" 3) "Have you done this in the past 3 months?"

DRUGS #1) & #2): any "YES" is a + screen

#4): any "YES" is

a + screen

- "Have you ever used any drugs such as marijuana, heroin, cocaine, PCP, LSD, methamphetamine, Ecstasy?" If "YES", administer the DAST-10 or ask:
- 2) "Which have you used in the past 3 months?" For each substance, ask:
- 3) "How much are you using per day?" & "When did you last use? 4) "Have you ever used any drugs by injection?" If "YES",
- recommend HIV/Hepatitis B&C testing

SCREENING BRIEF INTERVENTION

STEP 1:

STEP 2:

PROVIDE

RAISE SUBJECT

> An 8-question tool designed to measure physical dependence TOLERANCE > Can help assess for need for medication to assist with cessation > Can be self-administered or administered by healthcare professional http://mayoresearch.mayo.edu/ndc education/upload/ftnd.pdf http://www.nova.edu/gsc/nicotine risk.html A 10-question screening tool AUDIT > Can be self-administered or administered by healthcare (Alcohol professional ➤ Takes about 5 minutes **Disorders** > Recommended by WHO and NIAAA www.niaaa.nih.gov/guide Identification Click "Guide" & select English or Spanish version Test) DAST-10 > A 10-question screening tool for drug misuse (Drug > Adapted from the DAST Abuse > Can be self-adminstered or administered by healthcare Screening professional Recommended by NIDA http://archives.drugabuse.gov/diagnosis-treatment/DAST10.html CRAFFT 1) "Have you ever ridden in a CAR driven by someone (including yourself) who was 'high'or had been using drugs or alcohol?" ADOLESCENTS) 2) "Do you ever use drugs or alcohol to **RELAX**, feel better about

INTERVENTION BASICS

3) "Do you ever use alcohol or drugs while you are **ALONE**?"

5) "Do your **FAMILY** or **FRIENDS** ever tell you that you should cut

4) "Do you ever **FORGET** things you did while using alcohol

6) "Have you ever gotten in TROUBLE while you were using

STAGES OF CHANGE

Anv "YES" is a +

down on your drinking or drug use?"

drugs or alcohol?"

Precontemplation Contemplation Preparation Action Maintenance

Open-Ended Questions Roll with Resistance Express Empathy **R**eflective Listening Avoid Argumentation Develop Discrepancy **S**ummary Statements **S**upport **S**elf-efficacy

EFFECTIVE MOTIVATIONAL STYLES

Collaboration: Partnership that honors patient's expertise

Affirmation

and perspective Evocation:

Explore patient's perception of his/her preferences, goals and values to spark motivation for change

Autonomy:

Affirm patient's right and capacity for self direction

FEEDBACK	be at risk for problems related to youruse. I am concerned about this." Provide medical information about the particular substance use concern. ➤ General information (such as "Low-Risk" drinking limits) ➤ Specific information (to patient's situation/medical conditions, etc) For alcohol, reinforce "Low-Risk" drinking limits Make a clear recommendation: "I think it would be good for you to"	
STEP 3: ASSESS READINESS TO CHANGE	• "On a scale of 0-10, how ready are you to change any aspect of youruse?" (Show the Readiness Ruler) > If >1, ask "Why did you choose that and not a 0?" > If ≤1, ask "What would make this a problem for you?" or "Have you ever done anything you wish you hadn't while using?" > If >5, ask "On a scale of 0-10, how confident are you that you can change the behavior?"	
STEP 4: ENHANCE MOTIVATION	"What connection do you see between your use and your (medical problems/social problems/ER visit, etc.)?" ➤ If the patient sees a connection, reflect what the patient has said. ➤ If the patient doesn't see a connection, help explore the reasons for ambivalence. "Can we explore the pros & cons of continued use vs. cutting down/stopping?" (Can use a Decisional Balance Sheet) Help to create a discrepancy between what the patient is saying & important priorities/goals that may be threatened by his/her substance use.	SEL Un Aw
STEP 5: NEGOTIATE AND ADVISE (may need to refer to treatment at this point; see STEP 8)	"What would be your goal as far as your use?" ➤ Try to come up with a specific goal. "What steps can you take to cut back on your use?" ➤ Try to come up with a specific plan. "What things can you do to improve your confidence that you can change?" Summarize: "This is what I heard you say: " Provide handouts and other educational materials.	CAI Day Gla Gle Ma Ne Sin
STEP 6: ARRANGE FOLLOW UP	"I would like to see you back in a month to see how you are doing with this." Or "I would like you to follow up with your primary care doctor about this."	
STEP 7: FOLLOW UP	 "How did you do with your goal with using?" If some change, reinforce & support continued progress. If no change, acknowledge that change is difficult, affirm any positive steps taken, address barriers to change, renegotiate the goal and plan, engage significant others. Consider the use of a medication (naltrexone, acamprosate, disulfiram, buproprion, varenicline, nicotine replacement, buprenorphine) Consider referral to mutual help group (AA, NA). 	
STEP 8: REFERRAL TO TREATMENT	"I think you might benefit from some professional treatment beyond what we can provide for you here." Provide information on specific programs, if possible. (Eligibility for programs will depend on patient's insurance.)	

"I'd like to take a few minutes to talk about your use."

"Your answers to the screening questions show that you may

be at risk for problems related to your

Consultation Service (SACS) DNLY FOR IN-PATIENTS ADMITTED TO UMMC Monday-Friday 8am-5pm	Shock Trauma: Beeper #6853 Other Services: Beeper #6738 ➤ To Initiate a Consult: Place an order in PowerChart with a specific reason for the consult and inform the patient of the consult.
Outpatient Addiction Freatment Services (OATS)	(410) 328-6600 Takes: Medical Assistance, some Commercial Insurances Medicare (w/ Federal MA) ➤ Can help patient get on methadone or buprenorphin
Alcohol and Drug Abuse Program (ADAP)	(410) 328-0126 Takes: Primary Adult Care (PAC), Medicare, uninsured (Baltimore City residents) ➤ Can help patient get on methadone or buprenorphin
Baltimore Substance Abuse System (BSAS)	(410) 637-1900 ➤ General referrals for any Baltimore City residents ➤ Can help patient get on methadone or buprenorphi
Alcohol & Drug Abuse Administration-Maryland (ADAA)	(410) 402-8600 ➤ Information on programs throughout Maryland www.maryland-adaa.org/resource/

TREATMENT RESOURCES

(410) 328-5102

Substance Abuse

	OTHER USEF	UL NUMBERS	
CT METHADONE PROGRAM ersity of Maryland kenings (Cntr for Addiction Medicine) (Cntr for Addiction & Pregnancy) reak ; wood Life	(410)837-3313 (410)561-9591 (410)225-8240 (410)550-3020 (410)354-2800 (410)225-9185 (410)323-9811	Maryland Smoking Cessation www.smokingstopshere.com Alcoholics Anonymous www.aa.org Al-Anon/Al-Ateen www.al-anon.alateen.org/engl Narcotics Anonymous www.na.org	(800) QUIT-NOW (800) 784-8669 (410) 663-1922 (410) 832-7094 ish.html (800) 317-3222
Alive Hope (SHARP)	(410)837-4292 (410)945-7706 (410)601-5355	Smart Recovery www.smartrecovery.org	(410) 336-4636

If you are concerned that a colleague, attending, nurse, etc. is currently intoxicated or impaired,

talk to a senior resident and call:

EMPLOYEE ASSISTANCE PROGRAM: 8-5860

If you are concerned that a colleague may have a problem

with alcohol, drugs or "stress" you can call for advice and guidance: **PROFESSIONAL ASSISTANCE COMMITTEE: 8-5860**

All contacts are kept strictly confidential!