

Substance Use Policy Development Worksheet

Introduction

This worksheet will assist you and your colleagues to draft a substance use policy for your workplace. The wording under each policy component is drawn from various sample policies and based on employment law and human rights legislation.

A well developed and implemented policy will keep employees safe and productive; and reduce the risk of companies being sued and facing criminal charges.

Name of Organization: _____

Name of Person Completing the Worksheet: _____

Date: _____

WORKSHEET INSTRUCTIONS

1. Start by putting a checkmark beside those policy components. Use a **pencil** in case there are changes later on.
2. Put a checkmark in the boxes beside the procedures you want in your policy.
3. Or, in the space available, write the wording of additional or different procedures you want. Again, use a **pencil**.
4. When you have completed the worksheet, share it with staff to get their feedback and ideas. Make changes to the worksheet if necessary.
5. Prepare multiple copies of your staff policy. Review and discuss the staff policy with each employee.
6. Each year, review the policy with staff. Is it complete? Do new components and procedures need to be added? Do revisions or additions to existing components and procedures need to be made?

Substance Use Policy Development Worksheet

Introduction

- xxxxxxx believes that it is in the best interest of their people, their families and the workplace to establish a Policy and Procedure which assists employees in dealing with substance use issues. This policy will ensure a safe work environment for all employees and help prevent the deterioration of Health, Family Life and Job Performance caused by substance use.

- Xxxxxxxx is committed to ensure a safe, healthy and productive workplace. Employee's use of illicit drugs and/or inappropriate use of alcohol or medications can have serious adverse affects on the safety and well being of fellow employees, the community and the environment. This policy works to encourage mutual cooperation in addressing alcohol, medication and illicit drug use problems.

- It is essential to keep in mind at all times that the primary purpose of any substance abuse policy is to ensure a safe workplace and to provide employees with a substance abuse problem the opportunity to get well rather than to provide grounds for the employer to terminate the employee's employment. Xxxxxxxx recognizes that the illicit or inappropriate use of drugs or alcohol can adversely affect:
 - employee job performance,
 - the work environment,
 - the integrity and safety of company operations, and
 - the well being of employees, their families and the public.

- This policy was developed by a Joint Committee consisting of Management, Union and the EFAP and was reviewed by legal counsel.

- In the matter of substance abuse, the only acceptable standard is complete freedom from any circumstances where job performance may be negatively affected. We recognize that awareness and education programs, early detection, and treatment for those in need, are necessary to maintain a safe and healthy workplace. The Substance Abuse Policy respects the dignity and privacy of individuals. It also places a priority on treatment, successful recovery and re-entry into the workplace of employees who have a dependency problem.

Substance Use Policy Development Worksheet

Objectives

- To promote the health, wellness and safety of employees, co-workers, families and the surrounding community.
- To communicate to employees, xxxxxxx's position on substance use.
- To provide a program of education and awareness on substance use and available treatment resources to employees, supervisors, managers and their families.
- To ensure confidentiality in all circumstances provided there is no danger of harm to other employees, family or oneself.
- To create a positive environment for each individual.
- To evaluate and recommend changes to the policy as required.
- To ensure consistency in how substance use issues are addressed.
-
-

Scope

- This Substance Abuse Policy applies to all individuals who are working or engaged in business on xxxxxxx's premises or affiliated sites. This includes employees, volunteers and contractors.
- These guidelines provide procedures that should help employees, contractors and volunteers understand and put into practice the policy provisions.
- Guidelines for hosting functions where alcohol is served are included in Appendix 1. If alcohol is made available in a business-hosting situation, employees, contractors and volunteers are expected to ensure their hosting practices do not cause subsequent risk to the individual or the community.
-

Rules

- No use, possession, distribution, offering or sale of illicit drugs, illicit drug paraphernalia or unprescribed drugs – for which a prescription is legally required in Canada --while on company business or property.
- No presence in the body of illicit drugs or unprescribed drugs that may cause impairment while on company business or property.
- No use, possession, distribution, offering for sale of alcoholic beverages on company premises, except for approved social functions or other exceptions as may be approved in advance by the company. When alcoholic beverages are served at company functions a licenced establishment will be used where the bartenders are trained in responsible service of alcohol. Taxi cabs or other forms of safe transportation will be made available by the company. Intoxication is not permitted at these functions.

Substance Use Policy Development Worksheet

- No misuse of prescribed medications, over the counter medications or other substances while on company business or property. An employee who believes that his/her use of prescribed medication may have an adverse affect on his/her performance, including safety issues, is required to report this in confidence to his/her supervisor who, in consultation with union and management, will make the appropriate accommodation.
- No one shall report unfit for work due to the after effects of alcohol, illicit drugs, unprescribed drugs or misuse of prescribed medications.
- No alcoholic consumption during working hours, whether on or off company property. This provision applies to meal times, or other personal work breaks, whether or not they are considered to be paid time except for social functions as approved in advance by the Company.
- No employee with an alcohol or drug problem will be disciplined for requesting help in overcoming the problem or because of involvement in a rehabilitation effort. However, if an employee violates the provisions of this policy, or as a result of substance use, does not meet satisfactory standards of safety or work performance, appropriate disciplinary action will be taken. Discipline cannot be avoided by a request at that time for rehabilitation, or disclosure that the individual is already involved in treatment. Such action will be applied equally to bargaining unit, staff and management employees covered by this policy. This policy does not require and should not result in any exemptions from normal job requirements.
- If reasonable belief is established that an impaired employee's judgement makes for an unsafe situation, the employee will cease work immediately. A team of two trained designated representatives (one from management and one from union) will be called in to assess the situation and make an authoritative decision.
- When negative changes in work performance are observed employees will be encouraged to seek confidential help through the Company EFAP Program or other appropriate Program as a first step towards a solution which will ultimately benefit employees, the employer and society. Employees can contact their Employee and Family Assistance Program at _____.
- A first violation of this policy may result in immediate discharge, at the discretion of management. Such a discretionary choice may be conditioned upon the employee satisfactorily completing an approved drug or alcohol abuse rehabilitation program when recommended by the company. If an employee is not discharged for violation of this policy, the employee may receive a final written warning and/or immediate suspension without pay for a reasonable period.
- Employees, volunteers and contractors are expect to be 'fit for work.' This means being able to perform assigned duties safely and acceptably without any limitations due to the

Substance Use Policy Development Worksheet

use or after-effects of alcohol, illicit drugs, medications or any other substance. Employees are encouraged not to consume alcohol or misuse drugs prior to reporting to work or during unpaid breaks.

- Employees are expected to consult with their personal physician or pharmacist to determine if medication use will have any potential negative effect on job performance. They are required to report to their leader if there is any potential risk, limitation or restriction for whatever reason that may require modification of duties or temporary reassignment.
- Any individual who has a developing alcohol and/or drug problem is expected to assume ownership of that problem. The individual is expected to use the counseling and treatment services that are available through the company and/or community.
- All drivers are expected to report to their supervisor any impaired driving charge or conviction if expected to operate a company vehicle or drive on company business within three working days of receiving the charge or immediately if one's drivers license is suspended;
-

Policy Violations

- This policy recognizes the fact that a certain percentage of any population may develop the disease of chemical dependence. This disease is characterized most notably by denial of the disease by those who suffer from it. It is a requirement of this policy to assess any employee found in violation of this policy for chemical dependence.
- In support of those who misuse alcohol or drugs and may have developed or are developing the disease of chemical dependence, all employers and contractors are required to document and report any violations of this policy. Any employee, co-worker, volunteer, contractor or supervisor not complying with this is enabling. Enabling behavior leads to ongoing health and safety concerns for an addicted individual and those around him or her.
- Any violation of these provisions will be grounds for disciplinary action, up to and including termination of employment with Xxxxxxxx. As part of its responsibility, Xxxxxxxx will communicate this policy to all employees, contractors and volunteers with Xxxxxxxx. These individuals are responsible for understanding the policy application to themselves and others for whom they are responsible.
- Contractors will be advised of the applicable provisions of this policy, and in particular, the rules around fitness for duty, and alcohol and drug use or possession. Contractors will be expected to enforce these requirements for their employees, sub-contractors and agents.

Substance Use Policy Development Worksheet

- If any individual violates the provisions of this policy or does not meet satisfactory standards of work performance as a result of alcohol or other drug use appropriate performance management steps will be taken. In all situations, an investigation must be conducted and documented to verify that a policy violation has occurred before disciplinary action is taken. Xxxxxxxx can suspend any employee, volunteer or contractor who they believe to be involved in an incident that could lead to disciplinary action pending the results of the investigation.
- Any violation of this policy by an employee, contractor or volunteer will be grounds for disciplinary action up to and including termination, unless there are mitigating circumstances that may reduce the degree of discipline. Any contravention of the policy by a contractor will be considered a breach of the contract. This may result in penalties, suspension or expulsion of the individual involved, or termination of the contract.
-

Procedures

- Procedure 1: For Xxxxxxxx employees, the following steps will be followed:
 - there will be a full investigation, with involvement of Human Resources and the opportunity for involvement of a union or association representative on the individual's request;
 - as a result of the investigation, a decision will be made regarding appropriate consequences, including disciplinary measures up to termination of employment;
 - in those situations where the employee has been deemed to have violated this policy and will be allowed to return to duty, the following steps will be taken prior to the return to work:
 - they will be referred to EFAP for an assessment and a determination of a course of treatment/action;
 - they will be expected to follow the recommended course of treatment/ action that results from the assessment; and
 - they must be assessed and cleared by EFAP as fit to return to work with either full or modified duties as appropriate.

Substance Use Policy Development Worksheet

- prior to returning to duty, the employee will be expected to review work expectations, as drafted by Human Resources.
- In addition to the above, for all employees, contractors and volunteers, XXXXXXXX will investigate any situation where off-the-job actions involving alcohol or drugs (e.g. impaired driving convictions, charge/conviction for trafficking, bootlegging, etc.) may have implications for the workplace, and will take appropriate action under the circumstances.
- Procedure 2
 - This policy consists of two sets of procedures when dealing with substance use:
 - A) Suspicion an employee is impaired or unfit for work
 - And
 - B) Negative change in work performance

Substance Use Policy Development Worksheet

- Guidelines for both procedures:
 - Don't ignore the problem.
 - Treat the employee fairly, confidentially and with respect.
 - If you are concerned that someone has an addiction problem do not accuse them of being an alcoholic or having a drug problem. Ask them in a low key way if they have a problem. Make sure they understand you only want to help.
 - Document all observations.
- Procedure "A" – Suspicion A Worker Is Impaired At Work
 1. Play it Safe: Do not let the employee work or operate any machinery or equipment.
 2. Second Opinion: Two or more employees, one Management and one Union conduct an interview with the employee.
 3. Record Your Observations: Document what actions or behaviour make you think the employee is impaired and pass this information to the designated employee representative team.

Role of Designated Employee Representative Team--

- Assess the situation according to developed procedures.
 - Act on information and their reading of the situation.
 - Ensure that impaired employee returns to their home promptly and safely at company expense – the employee will be suspended with pay until follow-up action is initiated.
 - Immediately inform management and union of action taken.
 - Review information gathered and formulate recommendations for follow-up actions.
- Procedure "B" – Negative Change In Work Performance
 1. 1st Interview - Outline the employees work performance problem (i.e. deteriorated work performance and behaviour that has been documented).
 2. Assistance - Advise the employee that assistance is available through the EFAP program or other appropriate program to resolve problems affecting job performance. Assure confidentiality.
 3. Monitor - If job performance and behaviour improve – no

Substance Use Policy Development Worksheet

other meeting needed.

-If job performance/behaviour does not improve, the Company will take appropriate action, which may include disciplinary action up to and including termination of employment.

- Safe Transport of An Unfit Individual:

When behavior is noted that would give reason to question an individual's fitness for duty:

- have the individual "stand down";
- where possible, a second opinion should be sought to confirm concerns;
- discuss the behavior with the individual in private (for union members, remind them of their union's role);
- if deemed to be unfit, the employee will be removed from the work site and offered transportation to their residence, to the care of another person, or to medical treatment if there is an immediate need;
- notify Management;
- if the situation involves the use, possession or trafficking of illegal drugs or unauthorized medication, Corporate Security must be notified;
- observations and actions taken are to be documented as soon as possible after the event; and
- plan what follow up actions are required.
- if an employee, contractor or volunteer believes an individual holding a more senior position is in violation of this policy, they are encouraged to get a second opinion where possible. They are also expected to notify their leader for an on-site assessment. The leader will then follow the procedures noted above.
-

Roles & Responsibilities

- **Employees/Volunteers**

Employees and volunteers are expected to perform their job in a safe manner that is consistent with established XXXXXXXX's practices. Employees and volunteers are encouraged to look out for others in terms of co-worker fitness for duty. If a co-worker, including a supervisor, is in a condition at work that may endanger themselves or others, employees and volunteers should take appropriate action. This may include contacting their leader or Corporate Security to deal with the situation. Alternatively, our union members may choose to discuss their concerns with a member of the executive of their local to seek advice as to how best to proceed.

- In addition, employees and volunteers are expected to:
 - read and understand the policy, and their responsibilities under it;

Substance Use Policy Development Worksheet

- report fit for duty for scheduled work, remain fit for duty while on XXXXXXXX's business or premises, and decline an unscheduled call-in if unfit;
- seek advice and follow treatment recommendations promptly if they suspect they may have a chemical dependency or an addiction;
- recognize that problems related to alcohol and drug use or dependency are not an excuse for poor or unsafe performance;
- follow any recommended monitoring or aftercare program after treatment;
- manage potential impairment due to the legitimate use of medications during working hours by contacting their personal physician or pharmacist to determine if the medication can have a negative effect on performance. If any concerns arise, they are required to report any limitations or restrictions to their leader to determine whether modification of duties or temporary reassignment is appropriate;
- report to their leader any impaired driving charge or conviction if expected to operate a company vehicle or drive on company business within three working days of receiving the charge or immediately if one's licence is suspended; and
- cooperate with any search of XXXXXXXX's premises as required by Corporate Security.
- **Supervisors/Managers**
 - Be aware that alcohol and drug dependency is a progressive and fatal disease. Supervisors/Managers will receive specific training on alcohol and other drug issues for their role under the policy. They will also play a key role in communicating to employees and in implementing this policy.
 - Supervisors/Managers are responsible for the early identification and handling of performance problems. However, no attempt should be made to diagnose a health problem or alcohol or drug dependency. If work performance has deteriorated to an unacceptable level or an individual's actions jeopardize the safety of themselves, others or the reputation of XXXXXXXX, then Supervisors/Managers are responsible for taking appropriate remedial action.
 - Remedial action may include a performance evaluation with the employee, along with documented details of events. It may also include a suggested or formal referral for an assessment to the Employee & Family Assistance Program (EFAP).
 - Supervisors/Managers are also expected to identify any situation in which they have concerns about an individual's immediate ability to perform their job, or where they have reasonable grounds to believe there has been a violation of the Substance Abuse Policy. Appropriate reporting and transport procedures must be followed.
 - When an individual comes forward, identifies that they have a substance abuse problem or requests assistance in this regard, the Supervisors/Managers will contact the internal Employee and Family Assistance Program (EFAP), arrange an appointment and provide the background of the request to the EFAP counsellor.

Substance Use Policy Development Worksheet

- In all cases, Supervisors/Managers must maintain privacy regarding an individual's involvement in treatment.
- In any situation where a search for alcohol, drugs or drug paraphernalia on XXXXXXXX's premises may be justified, a leader will contact his/her superior and will also be responsible for contacting Corporate Security.

- **Contractors**
 - Because XXXXXXXX is concerned about safety, certain policy provisions will apply to all contractors and their employees while they are providing services to XXXXXXXX. XXXXXXXX will take all reasonable steps to ensure that contractors enforce the provisions of this policy for their employees, sub-contractors and agents.
 - XXXXXXXX expects all contractors to understand these requirements. Contractors must also ensure that the individuals providing the contractor's service conduct themselves in an appropriate manner while on company business or premises. If there is any reason to suspect a contravention of this policy:
 - the contractor and site liaison will be notified;
 - Corporate security will be notified, if required;
 - the individual will be removed from the premises and safe transport will be arranged at the contractor's expense;
 - the contractor and/or XXXXXXXX will investigate the situation to determine if further action is needed; and
 - the individual will not be allowed to return to their contracted position without written permission of XXXXXXXX contract leader.
 - The appropriate requirements will be built into all requests for proposals and contracts. Any contravention of the policy will be considered a breach of the contract, which may result in penalties, suspension or expulsion of the individual involved, or termination of the contract.

- **Employee & Family Assistance Program (EFAP)**
 - All employees of XXXXXXXX can access the EFAP. Services include:
 - confidential assessment, counseling, referral and after care services for employees; and
 - guidance for managers and leaders about dealing with individuals who have performance problems including those related to misuse of alcohol or other drugs.

Substance Use Policy Development Worksheet

○ **Corporate Security**

- Corporate Security will be responsible for:
 - assisting in the safe transport where an employee, volunteer or other individual may present a safety risk; and
 - responding to all requests for a search of XXXXXXXX's premises when a leader/manager identifies reasonable grounds.

○ **Unions and Associations**

- In order to successfully address issues relating to substance abuse, a collaborative effort is best. Unions and Associations must be invited and encouraged to be active in all efforts taken to address these issues. Unions and Associations are encouraged to have their Executive, Officers and Stewards participate in education and training programs on this topic.
- In a “proactive” sense, there are a number of areas where collaboration and partnership with a Union or Association could add significantly to the success of dealing with these matters. i.e.
 - participate in the development of “site specific” procedures that address how to deal with substance abuse concerns;
 - working with Leaders of work areas on concerns related to substance abuse brought forward by their members;
 - making referral to or involving appropriate resources to assist members who request assistance or display behavior consistent with a developing chemical dependency; or
 - provide input to communication, education and training materials.

○

Prevention

- The Substance Abuse Policy stresses prevention and early identification of potential problem situations. XXXXXXXX supports this philosophy and will offer an alcohol and drug awareness program for employees and volunteers. The program will provide information about health and safety hazards, recognizing related performance deficiencies, how to access assistance, and the steps to take if a co-worker or other person may be unfit for duty.

Substance Use Policy Development Worksheet

- XXXXXXXX will also offer training programs that explain a Supervisor/Manager's specific responsibilities under this policy. The program will include information and tools to help with performance management procedures, making referrals and responding to a possible policy violation situation.
- The company recognizes that appropriate emphasis must be placed on the prevention of alcohol or drug abuse and dependency. Therefore, the company is committed to:
 - Clearly communicate its expectations with respect to employee substance use;
 - Maintain a program of employee health awareness;
 - Provide a program of education and training on substance use and available treatment resources to union stewards, supervisors and managers; and
 - Support employee efforts to maintain a safe work environment.
-

Assessment/Rehabilitation

- The EFAP can help employees access confidential assessment, counseling, treatment and aftercare services. Employees who suspect they have a chemical dependency can seek assistance voluntarily e.g. through the EFAP and/or community resources. Supervisors/Managers may also encourage an employee who is experiencing difficulty to seek assistance through EFAP.
- An employee with an alcohol or drug problem will not be disciplined for voluntarily requesting help in overcoming their problem. However, full participation in appropriate treatment programs is expected. These may include pre-treatment, treatment and follow-up/aftercare activities. Participation does not remove the requirement for satisfactory performance.
- If a Supervisor/Manager recognizes that an employee is experiencing difficulty that interferes with work performance, the leader will address those concerns with the employee. If the employee's performance continues to be unacceptable, a formal referral will be made at once to our internal EFAP.
- In either situation (voluntary or formal referral) where in the opinion of a medical or counselling professional there is a risk that would prevent an individual from doing their job safely, work limitations or restrictions may be issued. The individual also may be accommodated by being provided with modified duties, assigned to alternate duties where possible, or placed on the appropriate leave.
- The company acknowledges that alcohol and drug dependencies are treatable conditions and that early intervention greatly improves the probability of lasting recovery. The company will continue to provide confidential assessment, counseling, referral and aftercare service through its Employee and Family Assistance Program (EFAP). Employees who suspect they have a substance dependency or emerging alcohol or drug problem are encouraged to seek advice and to follow appropriate treatment promptly, before job performance is affected or violation of this policy occur. Any employee who follows approved treatment will receive disability and health insurance benefits in accordance with existing plans.

Substance Use Policy Development Worksheet

- At the discretion of a mutually agreed upon physician and with the informed consent of the employee, medical work limitations may be communicated to management, resulting in modified work, reassignment, or absence from work on disability benefits during treatment.
- Information concerning an employee's health status or involvement with EFAP will continue to be held in strictest confidence. Such information will not be disclosed except:
 - As authorized by the informed consent of the employee or;
 - As required by law.
-

Aftercare

- All employees who complete primary treatment (e.g. residential or outpatient treatment) for alcohol or drug dependency will be encouraged to participate in an aftercare program for a minimum of two years.
- For formal referrals, a written return to work agreement will outline the conditions governing their return to the job and the consequences for failing to meet those conditions. This may include testing for drugs and/or alcohol post treatment for those involved in safety sensitive positions and where supervision is limited.

Confidentiality & Privacy

- XXXXXXXX is required to comply with the Freedom of Information and Protection of Privacy Act (FIPPA). This provincial legislation governs the use and disclosure of personal information such as an individual's health and health care history, including information about a physical or mental disability.
- No specific health information will be released to a manager or supervisor. The only health information that is shared with the manager or supervisor is that the person is 'fit for duty', or 'fit for duty with specific limitations or restrictions', or 'not fit for duty.' Information about individuals who attend counseling or provide health information is not shared with anyone without the individual's informed, voluntary and written consent, with the exceptions listed below.
- There are times, however, when information must be provided to others whether or not consent is given. For example, if a counselor assesses that a person poses a threat of serious injury to themselves or others. Also, a counselor is legally required to report suspicion of child abuse and to take action as required by law. The counselor will make a reasonable effort to advise the individual that this had been done.

Substance Use Policy Development Worksheet

- The FIPPA Act also requires that Personal Information, including information about an individual's health, be protected by making reasonable security arrangements against such risks as unauthorized access, collection, use, disclosure or distribution.
-

POLICY EVALUATION

- To ensure that this policy continues to meet the established objectives, and remains responsive to current circumstances as well as evolving needs, it will be monitored and evaluated at least every three years.
- I have read the policy, discussed it with the manager and agree to abide by the provisions contained in it.

Employee

Manager

Date

Substance Use Policy Development Worksheet

□ **APPENDIX 1: GUIDELINES FOR THE HOSTING OF SOCIAL EVENTS**

The use of alcohol in conjunction with any company event, whether on or off company premises, or situation to which XXXXXXXX contributes financially, must adhere to the following guidelines:

- Wherever possible, trained (graduates of a certified program) servers will work at each event and/or will supervise the use of untrained servers.
- Each event will have a designated organizing committee with responsibility for:
 - obtaining appropriate permits;
 - operating in compliance with the Liquor Control Act;
 - establishing the general tone of the event;
 - acting as the sole contact with the servers during the function regarding opening and closing times, food and beverage arrangements, etc;
 - ensuring bars are attended at all times by a trained server;
 - ensuring alcohol is not served to individuals who appear to be intoxicated;
 - taking steps to prevent abusive or unsafe behavior;
 - taking steps to prevent an apparently intoxicated attendee from driving ;
 - providing safe transport; and
 - contacting the police if an incident occurs or an attendee disregards advice and attempts to drive in an unfitstate.
- In all situations, events will be managed in a way that avoids the potential for accidents, including identifying and eliminating potentially harmful situations .
- Responsible serving practices will include providing food and non-alcoholic drinks, establishing a firm time to end the event, and stopping service of alcohol at least one hour prior to the event being over.
- Any hosting situation that results in inappropriate behavior or risk to health and safety of attendees or the community will result in a review and active steps taken to ensure the problems do not occur again.

Substance Use Policy Development Worksheet

□ **APPENDIX II: REPORT OF MEDICATIONS**

- Employees are expected to manage potential impairment during working hours due to the use of medications. The following drug categories have been associated with performance impairment and are provided as a guideline. This is not exhaustive; there are numerous other over-the-counter and prescription drugs that may negatively affect performance.
- Employees are expected to consult with their physician or pharmacist to determine if medication use will have any potential negative effect on job performance. They are required to report to their manager/supervisor if there is any potential risk, limitation or restriction for whatever reason that may require modification of duties or temporary reassignment.
 - Antihistamines - widely prescribed for hayfever and other allergies (e.g. Chlor-Triplon, Dimetane). They are also found in many cold medications.
 - Motion Sickness Drugs - are used to prevent motion sickness and nausea (e.g. Gravol, Antivert).
 - Barbiturates, Sedatives, Hypnotics, Tranquilizers, Benzodiazapanes, Antidepressants - (e.g. Phenobarbitol, Valium, Halcion, Librium, Elavil, Anafranil, Paxil, Prozac). Some of these ingredients are also found in medications taken for digestive and other disorders.
 - Narcotics - (e.g. Demerol, Codeine). Codeine is often found in combination drugs such as 222s or 292s or Tylenol 123s.
 - Stimulants - medication used for central nervous system stimulation and for appetite suppression can produce sensations of well being which have an adverse effect on judgement, mood and behavior (e.g. amphetamines or medications sold as "diet pills").
 - Anticonvulsants - used to control epileptic seizures and can cause drowsiness in some patients (e.g. Dilantin).
 - Analgesics (e.g. Darvon, Indocid).
 - Cold Tablets/Cough mixtures - (e.g. Sinutab, Contac, Triaminic, Tussionex and preparations containing dextromethorphan (DM) or codeine).
 - Muscle Relaxants - (e.g. Flexeril, Robaxisal).