

Signs & Behaviors: If You See Something, Do Something

Early identification of the **signs and behaviors** associated with substance use disorder and drug diversion reduces the risk of harm to patients and providers. Co-workers play an important role by recognizing and reporting suspicion to supervisors/appropriate chain of command. If signs or behaviors are noticed or you have questions or concerns, assistance is available through **(800) 654-5167** or www.AANA.com/GettingHelp.

| Impairment | Drug Diversion* |
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| <p>Behaviors</p> <ul style="list-style-type: none"> • Severe mood swings, personality changes • Frequent or unexplained tardiness, work absences, illness or physical complaints • Elaborate excuses • Underperformance • Difficulty with authority • Poorly explained errors, accidents or injuries • Wearing long sleeves when inappropriate • Confusion, memory loss, and difficulty concentrating or recalling details and instructions • Visibly intoxicated • Refuses drug testing • Ordinary tasks require greater effort and consume more time • Unreliability in keeping appointments and meeting deadlines • Relationship discord (e.g., professional, familial, marital, platonic) <p>Signs</p> <ul style="list-style-type: none"> • Physical indications (e.g., track marks, bloodshot eyes) • Signs indicative of drug diversion* (see <i>right column</i>) • Deterioration in personal appearance • Significant weight loss or gain • Discovered comatose or dead | <p>Behaviors</p> <ul style="list-style-type: none"> • Consistently uses more drugs for cases than colleagues • Frequent volunteering to administer narcotics, relieve colleagues of casework, especially on cases where opioids are administered • Consistently arrives early, stays late, or frequently volunteers for overtime • Frequent breaks or trips to bathroom • Heavy wastage of drugs • Drugs and syringes in pockets <p>Signs</p> <ul style="list-style-type: none"> • Anesthesia record does not reconcile with drug dispensed and administered to patient • Patient has unusually significant or uncontrolled pain after anesthesia • Higher pain score as compared to other anesthesia providers • Times of cases do not correlate when provider dispenses drug from automated dispenser • Inappropriate drug choices and doses for patients • Missing medications or prescription pads • Drugs, syringes, needles improperly stored • Signs of medication tampering, including broken vials returned to pharmacy |