

# IDENTIFYING & RESPONDING TO WORKPLACE IMPAIRMENT

## A Reasonable Suspicion Supervisor Certification Training

Wednesday, November 9th, 2022 from 11:00 AM to 1:30 PM ET

### Course Content & Description

This 2.5 hour training is geared for leaders in both the general and federally-mandated safety-sensitive workforce, aligning with FMCSA §382.603 requirements. 60 minutes of alcohol education and 60 minutes of controlled substances education is provided. Participants are also taught how to safely and effectively confront an employee suspected of impairment, and knowledge checks are peppered throughout to increase participant engagement and content retention. Upon completion, supervisors will be better equipped to identify physical, behavioral, and performance signs of worker substance misuse and/or impairment and know how to appropriately respond. All attendees will receive a certificate of completion at the end of the training.

### Instructional Methods

PowerPoint presentation, handout(s), knowledge checks, case vignette, Q&A from attendees.

### Educational Objectives

Upon completion of this training, participants will be able to:

1. Describe the physical, behavioral, and performance signs of alcohol misuse and impairment.
2. Describe the physical, behavioral, and performance signs of controlled substance misuse and impairment (amphetamines, cocaine, marijuana, opioids, PCP).
3. Recite the three components of "reasonable suspicion".
4. Demonstrate an effective, non-confrontational conversation with a worker suspected of substance misuse and/or impairment.

**Where?** Hughes Main Library  
25 Heritage Green Place, Greenville, SC 29601

**Cost?** FREE!

**CLICK HERE TO REGISTER!** (spacing is limited)

### Meet the trainer!



**Ryan West, MS, CEAP, SAP, CFI**

Director of Corporate Training  
ARCpoint Labs

Ryan West began working in the chemical addictions field in 2007 as a clinical evaluator, counselor, and workplace consultant for a regional drug and alcohol treatment provider in Pennsylvania. Over the past nine years, Ryan has helped hundreds of organizations, from international to local, modernize their drug and alcohol policies and procedures, drug panels, and drug training and awareness programs. He also frequently speaks at regional and state conferences as an authority on chemical addictions and co-occurring disorders - how they develop, how they are treated, and how they impact the individual, the family unit, and the workplace.

Ryan proudly serves as the Director of Corporate Training and Business Development for ARCpoint Labs - a full-service national third-party provider/administrator of accurate, reliable, and confidential diagnostic testing and wellness solutions for individuals, companies, and legal and healthcare professionals. He holds a bachelor's degree in criminology and a master's degree in psychology with an industrial-organizational concentration. Ryan is also a Certified Employee Assistance Professional, President-Elect for the Employee Assistance Professional's Association - Indiana Chapter, a DOT Qualified Substance Abuse Professional, a Certified Forensic Interviewer specializing in body language interpretation, and a published author on the subject of workplace substance use and impairment.

**Have Questions? Contact Patrick Hogan**

(803) 622-5088 | p.hogan@verticaltc.com

