

## Supervisor Training

# *Workplace Behavior Problems— The Challenge of Substance Abusers*

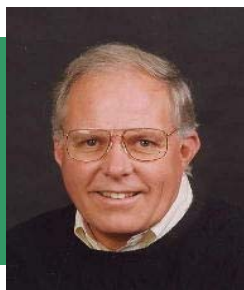
Presented by: Portland Employer Drug Free Initiative  
**Tuesday, September 15, 2009**

Businesses tend to hire employees hoping everything will go well and seek advice only after something goes wrong. While it is impossible to eliminate risks of substance abusing employees, this session will help businesses reduce or contain those risks and avoid litigation.

Learn the simple, straightforward steps you can take to manage a difficult on-the-job situation and prevent crisis. You will learn:

- The business owner's responsibilities and legal liability
- The risks of ignoring employee substance abuse
- How to observe and document unusual behavior
- Active suspension and constructive intervention techniques
- How to take action to reduce risks

The training includes video examples and exercises to learn effective intervention strategies and a manual with tools for easy reference after you're back on the job. **This training satisfies U.S. DOT reasonable suspicion supervisor training requirement.**



**Jerry Gjesvold, B.S.** has been a consultant and trainer for companies on the west coast since 1983. He is currently Manager of Employer Services with Serenity Lane Health Services, where he has been employed since 1979. Jerry specializes in matters of policy and procedures related to the management of alcohol and other drug problems in business and industry. He is a popular public speaker who weaves his own personal experience of addiction and recovery into his presentations. He has a bachelors degree from the University of Oregon and has done graduate work there in health education. He served for 16 years on the Oregon Governor's Advisory Committee on DUII Legislation.

**Time:** 8:00 am to 12:00 pm

**Location:** NW Natural, 4th Floor  
220 NW 2nd Avenue  
Portland, OR 97209

**Cost:** \$75 per person  
including continental  
breakfast, beverages  
and materials

**Questions:** Email Mimi Bushman  
mimibushman@aoi.org

### **Workplace Behavior Problems Registration**

Name: \_\_\_\_\_ Email: \_\_\_\_\_  
Company: \_\_\_\_\_ Phone: \_\_\_\_\_

Checks should be made payable to PHRMA or charge your:

Visa  Mastercard  Discover  American Express

Credit Card Number: \_\_\_\_\_

Expires: \_\_\_/\_\_\_ Name on Card: \_\_\_\_\_

Signature: \_\_\_\_\_

Mail: PHRMA, PO Box 68749, Portland, OR 97268;

Fax: (503) 655-6490;

or E-Mail: [businessmgr@portlandhrma.org](mailto:businessmgr@portlandhrma.org)

