

Supervisor Training

Workplace Behavior Problems: The Challenge of Substance Abusers

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'll learn:

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

This 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

*"If you don't have a sufficient deterrent, drugs users will own your company.
If more employers enforce a strong drug policy, it will change the community."*
Sid Smith, President, Forest Grove Lumber Co., McMinnville

Date: Tues., Sept. 25th
Time: 8:00 am—12:00 pm
Location: NW Natural
220 NW 2nd Ave
Portland, OR 97209
4th Floor

Cost: \$75 per person
(includes: continental breakfast,
beverages & materials)

To Register:
www.workdrugfree.org or
bushman@oregonrn.org
Or Call:
Mimi Bushman at Workdrugfree,
503.293.0011 x 336

Jerry Gjesvold, B.S.



Jerry 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 bachelor's 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.



Portland Drug-Safe Workplace Advisory Group

