

Promotional: Substance Use Disorder in the Workplace

You **MUST print this for Continuing Education purposes and keep with your certificate of completion.

Requirements:

For successful completion of this educational activity and receipt of 2.0 contact hour(s), the learner must:

1. Participate in 120 minutes of continuous learning.
2. Complete a quiz with a minimum score of 85%.
3. Complete an evaluation form.

Educational activity description:

This learning activity outline provides education on chemical dependence and alcohol abuse. These are serious health and social problems in the United States with prevalence among healthcare workers paralleling the general population. The purpose of this educational activity is to increase awareness of this issue by helping the learner gain knowledge about identifying impairment in the workplace.

Target audience:

The target audience for this educational activity is all staff including nurses in long-term care, home health, and assisted living settings. This is an intermediate level educational activity. Information is geared to practitioners with a general working knowledge of current practice trends and literature related to the subject matter. The focus is on increasing understanding and competent application of the subject matter.

Purpose:

The purpose of this educational activity is to enable the learner to identify impairment in the workplace to maintain safe working environments.

Learning outcome:

At the completion of this educational activity, the learner will be able to demonstrate knowledge of recognizing the signs and symptoms of substance use in the workplace by passing a quiz with 85% or greater accuracy.

Learning objectives:

At the completion of this educational activity, the learner will be able to:

1. Identify three (3) reasons why colleagues fail to report an impaired coworker.
2. Identify three (3) signs and/or symptoms that may indicate an impaired coworker.
3. List two (2) resources that are used to provide assistance for healthcare workers with substance use disorders (SUDs).

Author:

Linda Shubert, MSN, RN

Linda has worked with geriatric patients across the continuum of eldercare throughout her nursing career as rehab nurse, geriatric nurse case manager, consultant, LTC director of nursing, and educator. She also serves as a clinical instructor for student experiences in the hospital, rehabilitation, and long-term care settings. Most recently, she served as the Director of Education at a large long term care facility. In this role, she developed, taught, and tracked staff education to comply with regulatory training mandates, serving as a clinical nurse resource for all staff. This includes implementing and tracking competency / remediation for staff to meet regulatory compliance.

Reviewer:

Don Gordon, BS, MDiv, DMin

Don has been engaged in pastoral ministry for 34 years in Virginia and North Carolina and currently serves as Senior Pastor of First Baptist Church of Hickory, NC. Additionally, he serves as Adjunct Professor of Religion at Lenoir-Rhyne University. He earned a Doctorate of Ministry degree from Columbia Theological Seminary (PCUSA), a M.Div. from Southeastern Baptist Theological Seminary, and a B.S. degree in Mathematics from Campbell University. Currently he is serving on the Board of Trustees for Campbell University in North Carolina and the Board of Directors for The Baptist Center for Ethics in Nashville, Tennessee. Don has spent many hours offering spiritual care in hospitals, hospice care facilities, nursing homes and assisted living facilities with many people he knew well or not at all, including his mother who lived for five years in such an environment.

Planning committee:

Judy Hoff, RN, BSN, MA, PhD

Linda Shubert, MSN, RN

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ANCC continuing professional development information:

Healthcare Academy is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.

ANCC disclosure and program information:

Participants will be required to complete the entire educational activity, quiz, and evaluation form. There will be no endorsements of products or off-label use.

There are no relevant financial relationships for any individual in a position to control content of this activity.

EXPIRATION: The expiration date for this educational activity is January 13, 2026. No contact hours will be awarded to participants who fail to submit evaluation forms. Please contact Healthcare Academy with questions.