

TYPES OF DRUGS AND SYMPTOMS OF USE. In accordance with Federal regulations, the Department of the Navy (DON) tests applicants and employees for cocaine, ecstasy, marijuana, amphetamines, opiates, and phencyclidine (PCP).

The DON also tests for any other drug(s) or classes of drugs subsequently approved by the Department of Health and Human Services (DHHS) for testing on any drug on the Schedules I or II of the Controlled Substances Act in cases of reasonable suspicion and after an accident or unsafe practice resulting in a death, injury requiring hospitalization, or damage to personal or government property in excess of \$10,000.

Cocaine: Cocaine is generally sold on the streets as a fine, white crystalline powder. There are two forms of cocaine. Water soluble hydrochloride salt, this is the powder form of cocaine. It can be injected or snorted. Water insoluble freebase is when the base form of cocaine has been processed with ammonia or sodium bicarbonate and water. It is then heated to remove the hydrochloride to produce a smokeable substance. The term "crack" is the street name for freebase cocaine, refers to the crackling sound heard when the mixture is smoked. Street names: Coke, crack, "C", snow, or blow.

Symptoms of Cocaine use: Include heart attack, stroke, seizures, weight loss, insomnia, nasal congestion, runny nose, dilated pupils, increased confidence, more energy, mood swings, aggression, paranoia and anxiety.

Ecstasy: Ecstasy is available in pill form usually white, yellow or brown. The size, shape and design may vary. Pills are often branded with designer labels. It can be taken orally, injected or snorted. Street names: "X" XTC, love drug.

Symptoms of Ecstasy use: Include feelings of mental stimulation, emotional warmth, enhanced sensory perception, and increased physical energy, increased heart rate, body temperature, blood pressure, sweating and loss of appetite.

Marijuana: Marijuana is a green, brown or gray mixture of dried, shredded leaves, stems, seeds and flowers of the hemp plant. Marijuana has a chemical in it called delta-9-tetrahydrocannabinol, better known as THC. THC is the psychoactive ingredient in marijuana. Street names: Pot, weed, grass, reefer, dope.

Symptoms of Marijuana use: Memory and learning problems, distorted perception, difficulty with thinking, solving problems, vivid sensory changes in light, smell, hearing, taste and touch, increased pulse rate, anxiety, panic and increased appetite.

Amphetamines / Methamphetamines: Amphetamines / Methamphetamines are available in pill or powder form, usually white or yellow in color. It can be sniffed, injected or smoked. Street names: Speed, crystal, crank, chalk, ice.

Symptoms of Use: Weight loss, violent behavior, anxiety, confusion, insomnia, mood swings and delusions. The paranoia can result in homicidal and suicidal thoughts, dry mouth, loss of teeth, poor hygiene, sores on skin, rapid fragmented speech.

Opiates (Heroin, Codeine, Morphine): Opiates are prescribed to treat moderate to severe pain. Opiates are available in pill, liquid and powder forms. They can be sniffed, injected or taken orally. Street names: Smack, junk, horse, H, M.

Symptoms of Opiate use: Feelings of escape, relief of pain, euphoria, pinpoint pupils, slurred speech, sleepy appearance, needle marks, skin abscesses, overly calm, detached look.

Phencyclidine: Phencyclidine is available in powder, liquid and tablet form. It can be sniffed, taken orally, injected or smoked. Street names: PCP, angel dust, rocket fuel, acid.

Symptoms of Phencyclidine use: The high depends on the mood and stability of the user. Increased feelings of strength, power, profuse sweating, numbness of extremities, lack of muscle coordination. Some experience "hearing colors" and "seeing sounds". PCP can cause effects that mimic schizophrenia, such as delusions, paranoia, distorted thinking, combative and violent behavior.

EFFECTS OF DRUG USE

Illegal drug use by any civilian employee of the DON is incompatible with the maintenance of high standards of conduct and performance. Moreover, illegal drug use could adversely affect personal safety, risk damage to government or personal property, and significantly impair day-to-day operations. The DON program is aimed at identifying illegal drug users in order to maintain a safe, secure workplace and efficient DON operation.

POSITIVE OR NON-NEGATIVE TEST RESULTS

A "verified positive" results from a finding by the MRO of illegal drug use; a "non-negative" results from the laboratory analysis concluding the urine sample has either been adulterated in some way or is substituted (not human urine, e.g., animal urine). All urine samples collected are sent to the Fort Meade laboratory for analysis. A drug test result may be initially positive for either legal or illegal drugs, and in all cases of an initial positive or non-negative finding the Medical Review Officer will contact the employee for justification of the result. If the employee can provide a legitimate medical explanation (a current prescription, for example), he or she will provide documentation to the MRO and the initial positive result will be reported as a negative test. If the employee is unable to provide the MRO a legitimate medical explanation, the initial positive will be reported as either a verified positive or non-negative result.

Ingestion of hemp products will not be accepted as justification for positive marijuana test results. Although the user may feel the effects of ingested marijuana, the concentration level of THC from ingestion will not rise to the required level for a positive result.

Refusal to provide a urine sample, failure to appear for testing, and adulteration/substitution carry the same penalty as a verified positive or non-negative test result, which ranges from a 14 day suspension to removal for a first offense. A second offense requires removal from Federal service. Suspected specimen adulteration or substitution at the time of collection,

indicated by the temperature or color of the urine or other evidence, may form the basis for reasonable suspicion testing.

PRESCRIPTIONS/OVER THE COUNTER (OTC) MEDICATIONS

All employees, but especially those subject to random testing, must ensure they have a current prescription from a licensed health care provider for any medications they take. Expired prescriptions, or those under another person's name (even a spouse or child), are not legitimate medical explanations. Employee's must communicate with their health care provider any concerns they may have about their prescriptions causing a positive test and to ensure any doubt about the legitimacy of the prescriptions is resolved with the health care provider. Even with a prescription, drugs illegal under Federal law (such as marijuana) cannot form the basis for a legitimate medical explanation in a federally-mandated drug testing program.

Employees travelling to foreign countries are advised to be certain that locally available medications will not produce a positive test result or to ensure they have a bonafide prescription from a medical doctor. Extra caution should be used when purchasing and using over-the-counter (OTC) drugs when in a foreign country, since claiming the OTC drug caused the positive test result will not be a legitimate medical explanation.

SAFE HARBOR

Safe Harbor is a voluntary self-referral by any employee to get assistance in dealing with illegal drug use. To be eligible, employees must request Safe Harbor by voluntarily identifying himself or herself as an illegal user of drugs to a supervisor or other higher level management official prior to being identified through other means before or being notified of a drug test. Safe Harbor insulates the employee from disciplinary action for illegal drug use, but it does not protect the employee from actions taken resulting from a loss of security clearance. Safe Harbor is for users of illegal drugs, and drug dealers or those involved in other drug-related misconduct are not eligible. Employees approved for Safe Harbor receive a mandatory CEAP referral, are required to complete an accredited rehabilitation program, and are required to conduct follow-up drug testing for one year or as otherwise specified in a last chance agreement or settlement agreement. Any subsequent positive drug test or Safe Harbor request is deemed a second finding of illegal drug use and requires removal from Federal service.

CIVILIAN EMPLOYEE ASSISTANCE PROGRAM (CEAP)

For both a verified positive or non-negative test result and an approved Safe Harbor request, a mandatory CEAP referral applies. The employee will call the CEAP at 1.866.443.3277 and explain that he or she is a Navy employee and needs to get a referral for illegal drug use. The employee will be provided the contact information for a health care provider within the CEAP network and is responsible for making and keeping the appointment. The health care provider will evaluate the employee and further refer him or her to the rehabilitation program most appropriate for the employee's specific needs. Although the rehabilitation program is at the employee's expense, the CEAP referral and first 3 visits to the health care provider are free of charge.

The rehabilitation program must be accredited, and any program the employee is referred to from the health care provider will have accreditation. The program length will vary from one employee to another, as there are may be additional issues that caused the illegal drug use that the employee may be faced with. At all times throughout the rehabilitation program, strict confidentiality is maintained by clinic staff and drug program staff. Any information is shared with only those management officials having a definite need to know so as to make appropriate personnel decisions.