



A Healthy Outlook!

240-314-1040 • FAX 240-314-1049 • www.montgomeryschoolsmd.org/departments/EAP • Vol. 19 No. 1

Are You Getting Enough Sleep?

SLEEP DEFICIENCY can cause you to feel very tired during the day. You may not feel refreshed and alert when you wake up. Sleep defi-



ciency also can interfere with work, school, driving, and social functioning.

How sleepy you feel during the day can help you figure out whether you are having symptoms of problem sleepiness. You might be sleep deficient if you often feel like you could doze off while—

- ◆ **Sitting and reading or watching TV;**
- ◆ **Sitting still in a public place, such as a movie theater, meeting, or classroom;**
- ◆ **Riding in a car for an hour without stopping;**
- ◆ **Sitting and talking to someone;**
- ◆ **Sitting quietly after lunch; or**
- ◆ **Sitting in traffic for a few minutes.**

Sleep deficiency can cause problems with learning, focusing, and reacting. You may have trouble making decisions, solving problems, remembering things, controlling your emotions and behavior, and coping with change. You may take longer to finish tasks, have a slower reaction time, and make more mistakes.

The signs and symptoms of sleep deficiency may differ between children and adults.

Children who are sleep deficient might be overly active and have problems paying attention. They also might misbehave, and their school performance can suffer. Sleep-deficient children may feel angry and impulsive, have mood

continued on page 2

In This Issue

- 1 *Are You Getting Enough Sleep?*
- 1 *Upcoming Events*
- 2 *The Cycle of Addiction*
- 3 *What is Medical Marijuana*
- 3 *Changes to the Employee Assistance Program*
- 4 *Ask the EAP*
- 4 *Workplace Bullying*

Upcoming Events:

• Caregiver Support Group

The MCPS EAP offers a Caregiver Support Group designed to provide helpful resources and establish connections among the caregivers in our MCPS community. The meetings are held from 4:15-5:30 p.m. at 45 West Gude Drive. Guest speakers present on important topics related to caring for a loved one. All are welcome to attend.

• Workshop: What You Need to Know: Opioids, Marijuana, and Other Substances

Thursday, May 23 • 4:30–5:30 p.m. • Carver Educational Services Center, Room 134, 850 Hungerford Drive, Rockville, MD

FOR MORE INFORMATION about the events or to register, please call the EAP at 240-314-1040.

Are You Getting Enough Sleep?

continued from page 1

swings, feel sad or depressed, or lack motivation.

You may not notice how sleep deficiency affects your daily routine. A common myth is that people can learn to get by on little sleep with no negative effects. However, research shows that getting good-quality sleep at the right times is vital for mental health, physical health, quality of life, and safety.

To find out whether you are sleep deficient, try keeping a sleep diary for a couple of weeks. Write down how much you sleep each night, how alert and rested you feel in the morning, and how sleepy you feel during the day.

Compare the amount of time you sleep each day with the average amount of sleep recommended for your age group, as shown in the chart under the heading: **“How Much Sleep Is Enough?”** If you feel very sleepy often, and efforts to increase your sleep do not help, talk with your doctor.

You can find a sample sleep diary on page 60 in the National Heart, Lung, and Blood Institute publication, **Your Guide to Healthy Sleep.**

Article from NIH Heart, Lung and Blood Institute. For more information, go to www.nhlbi.nih.gov/health-topics/sleep-deprivation-and-deficiency.

“Imagination is more important than knowledge.

Knowledge is limited.

IMAGINATION encircles the world.”

~ ALBERT EINSTEIN



The Cycle of Addiction

A D D I C T I O N is a unique illness in many ways. It can develop for a number of reasons, and it impacts individuals in various ways. Also, addiction can be formulaic in some respects. Take a look at the stages in the cycle of addiction, and you will be better equipped to halt the cycle and free yourself from drug or alcohol dependence.

Stage 1: Abusing the Substance

Addiction cannot happen until you start abusing the substance. In the case of alcohol, that might mean binge drinking. For prescription drugs, it might mean taking larger doses than necessary.

At first, these actions might seem relatively harmless. Over time, however, they can begin the cycle of addiction.

Stage 2: Losing Control Over Use

Chronic or improper use of certain substances can cause serious problems. Some people might experience a change in tolerance, which then translates to greater consumption. More important, some people will begin focusing on their substance abuse. This is especially true for anyone with addictive behaviors.

Once substance abuse becomes the priority, then the problem can worsen quickly. Work, friends, and family will become increasingly less important as the substance abuse increases in appeal.

Stage 3: Addiction

The third stage is the official development of an addiction. If a person develops an addiction, then they will not have the power to cut back or quit without dangerous consequences. However, quitting in a detox setting, under licensed medical care and supervision, often is the only way to recover once you have reached this stage.

Many people struggling with addiction have placed their substance abuse on a pedestal. Cravings and temptations are exclusively for their choice of drug or alcohol, and nothing in life can

take priority over procuring and abusing the substance.

Stage 4: Choosing Recovery

The best way to break free from the cycle of addiction is to choose high-quality treatment. However, not all recovery options are the same. Some short-lived programs get you sober, but they will not help you maintain that sobriety for a lifetime.

If you are serious about ending the cycle once and for all, then be sure to choose a comprehensive strategy for recovery. In almost every case, that includes some kind of substance-abuse treatment. Through individual and group therapies, as well as dual-diagnosis support when necessary, it is possible to commit to ongoing recovery that lasts a lifetime.

Stage 5: Relapse Into the Cycle of Addiction

Unfortunately, many patients will not get the right level of care during addiction recovery. More than half of all those individuals who receive some form of professional addiction treatment will relapse eventually. This can perpetuate the cycle, leading to substance abuse and a renewed addiction.

The good news is that relapse does not mean the end of recovery. While it is a setback, those who relapse can still find the lifelong sobriety they deserve. The right treatment may make it easier to break free from your addictive behaviors once and for all.

Article from Ashley Addiction Treatment's website, used with permission. They are located in Havre de Grace, Maryland. For more information, on their programs, call 866-313-6307 or go to their website.

What is medical marijuana?

THE TERM MEDICAL MARIJUANA refers to using the whole, unprocessed marijuana plant or its basic extracts to treat



symptoms of illness and other conditions. The U.S. Food and Drug Administration (FDA) has not recognized or approved the marijuana plant as medicine.

However, scientific study of the chemicals in marijuana, called cannabinoids, has led to two FDA-approved medications that contain cannabinoid chemicals in pill form. Continued research may lead to more medications.

Because the marijuana plant contains chemicals that may help treat a range of illnesses and symptoms, many people argue that it should be legal for medical purposes. In fact, a growing number of states have legalized marijuana for medical use.

How might cannabinoids be useful as medicine?

Currently, the two main cannabinoids from the marijuana plant that are of medical interest are Tetrahydrocannabinol (THC) and Cannabidiol (CBD).

THC can increase appetite and reduce nausea. Also, THC may decrease pain, inflammation (swelling and redness), and muscle-control problems. Unlike THC, CBD is a cannabinoid that does not make people “high.” These drugs are not popular for recreational use, because they are not intoxicating.

They may be useful in reducing pain and inflammation, controlling epileptic seizures, and possibly even treating mental illness and addictions. Many researchers, including those funded by the National Institutes of Health (NIH), are continuing to explore the possible uses of THC, CBD, and other cannabinoids for medical treatment.

For instance, recent animal studies have shown that marijuana extracts may help kill certain cancer cells and reduce the size of others. Evidence from one cell culture study with rodents suggests that purified extracts from whole-plant marijuana can slow the growth of cancer cells from one of the most serious types of brain tumors. Research in mice showed that treatment with purified extracts of THC and CBD, when used with radiation, increased the cancer-killing effects of the radiation.

Scientists also are conducting preclinical and clinical trials with marijuana and its extracts to treat symptoms of illness and other conditions, such as diseases that affect the immune system, including—

- ◆ **HIV/AIDS**
- ◆ **multiple sclerosis (MS), which causes gradual loss of muscle control**
- ◆ **inflammation**
- ◆ **pain**
- ◆ **seizures**
- ◆ **substance-use disorders**
- ◆ **mental disorders**

Read more about NIH’s marijuana research: Marijuana and Cannabinoid Research at NIDA; NIH Research on Marijuana and Cannabinoids at www.drugabuse.gov/drugs-abuse/marijuana/nih-research-marijuana-cannabinoids.

Article from National Institute on Drugs and Alcohol.

For more information, go to www.drugabuse.gov/publications/findex/t/160/DrugFacts.

Changes to the Employee Assistance Program

M C P S P R O U D L Y E X P A N D E D its Employee Assistance Program (EAP) services to employees and their family members with the launch of an EAP hybrid this year.

So, what is an EAP “hybrid”?

A hybrid EAP blends the benefits of both in-house and external programs: counseling services both on and off site, work-life services such as legal and financial referrals, workshops on relevant topics, rapid response to crises, supervisory consultations, and 24/7 accessibility.

With the EAP hybrid, employees and family members now can choose between obtaining services through either the in-house EAP or KEPRO, the external EAP contractor. Here are some highlighted differences between the two:

- 1. In-house EAP:** Up to eight counseling sessions, with a focus on workplace issues, emotional and personal conflicts, stress or life crises, couples and family problems, and any other issue that may be impacting you. Generally, face-to-face sessions are scheduled during normal business hours, at the Rockville location. Legal services through MCEA and SEIU offer a 30 percent discount in addition to a free ½ hour consultation. Call us for more information.
- 2. KEPRO EAP:** Up to six counseling sessions, with the convenience of scheduling face-to-face sessions with an EAP counselor in close proximity to where you work or live and with expanded hours. Referral to an array of work-life services, with a 25 percent discount on legal services and 24-hour accessibility to intake and scheduling appointments.

Of course, confidentiality is guaranteed, whether you reach out to the in-house EAP or to KEPRO EAP. The

continued on page 4

Changes to the Employee Assistance Program

continued from page 3

only exceptions to confidentiality include threat of harm to self or others, child abuse, and elder abuse. We know that life can be challenging and that our employees are our most valuable resource. When an individual gets help with a personal or work problem, job performance improves, home life improves, and everyone benefits.

In-House EAP:

240-314-1040

www.montgomeryschoolsmd.org/departments/eap/

KEPRO EAP:

866-496-9599

24 hours a day, 7 days a week

www.EAPHELPlink.com

Company Code: MCPS

Ask the EAP:

Q. *I'm a supervisor. I see that you are now working with a contracted EAP. If I want to make a referral or need to consult with the EAP about an employee issue, who should I contact about this?*

A. While we are now working as a hybrid EAP (see page 3), management referrals are still done as they have been done before. You should contact the in-house EAP, where you can share your concerns in a confidential conversation with one of our staff. You can reach us at 240-314-1040. For more information on making a referral to the EAP, you can check out our supervisor manual: www.montgomeryschoolsmd.org/uploadedFiles/departments/eap/homepage/0143%2018_EAP_HandbookForSupervisors_web.pdf). Also, you can take our online supervisor training.

Do you have a question for the Employee Assistance Program (EAP)?

Send your questions to Jeff Becker at Jeffrey_Becker@mcpsmd.org or via the Pony mail.

“Nothing in life is to be feared, it is only to be understood. Now is the time to understand more, so that we may fear less.” ~ MARIE CURIE

Workplace Bullying

ACCORDING TO MCPS REGULATION ACH-RA, *Workplace Bullying*, workplace bullying means repeated, deliberate, hurtful mistreatment, either direct or indirect, whether verbal, physical, or otherwise, conducted by one or more employees against another employee or employees, and that is

- ♦ **Motivated by any individual's actual or perceived personal characteristic as defined in Board of Education Policy ACA, Nondiscrimination, Equity, and Cultural Proficiency; or**
- ♦ **Otherwise threatening or intimidating; and that occurs at the workplace and/or in the course of employment; or**
- ♦ **Is sufficiently severe or pervasive so as to alter the conditions of the individual's working environment.**

These behaviors may occur in person or via any means of communication, including electronic communication, whether the conduct or communication occurs on or off MCPS property. Workplace bullying is not limited to supervisor-to-subordinate conduct and may include peer-to-peer or subordinate-to-supervisor conduct. Examples of workplace bullying may include acts of humiliation, intimidation, or sabotage of work performance. Workplace bullying may adversely impact an individual's physical or psychological well-being or work performance and advancement opportunities.

If you are being bullied, or are not sure that what you are experiencing at work is bullying, consider contacting the MCPS in-house EAP as a confidential starting point to find out what your options are. We can be reached at 240-314-1040 or via Outlook at eap@mcpsmd.org.

A Healthy Outlook!

To help employees with troubling issues before they become overwhelming.



EMPLOYEE ASSISTANCE

SPECIALISTS: Jeff Becker

Robyn Rosenbauer

EAP

45 West Gude Drive, Suite 1300

Rockville, Maryland 20850

phone: 240-314-1040

www.montgomeryschoolsmd.org/departments/eap

Important Notice: Information in *A Healthy Outlook!* is for general information purposes only and is not intended to replace the counsel or advice of a qualified health professional. For further questions or help with specific problems or personal concerns, contact your employee assistance professional.

You may contact us or send your questions and comments to Jeffrey_Becker@mcpsmd.org

Please note that e-mail is not necessarily confidential.

Published by the Department of Materials Management
for the Employee Assistance Program

0988.19 • EDITORIAL, GRAPHICS & PUBLISHING SERVICES • 3.19

