### Table B

**ENABLING behaviours of a colleague living with Problematic Substance Use:**
- Making excuses for your co-worker’s behaviour.
- Ignoring problems (avoiding situations where the RN is not meeting responsibilities).
- Covering up mistakes.
- Accepting incomplete work or accepting substandard care.
- Venting frustrations but refraining from intervening.
- Shielding the RN from consequences by lying for them or coming to their defense.
- Accepting the job responsibilities of the RN using substances.

### Table C

**When a colleague is experiencing problematic substance use:**
- Be knowledgeable (signs and symptoms of impairment).
- Document facts as objectively as possible (including dates).
- Focus on the disclosure (not on the personality or ‘friendship’).
- Maintain confidentiality.
- Adhere to employer policies.
- Phone your regulatory body for guidance.
- Do not gossip.


### Table D

**Things to consider when a colleague is at work Intoxicated:**
- Get a second person (manager/supervisor, if possible).
- Follow policy and union’s collective agreement.
- Remove the individual from patient care.
- With witness present, state reasons for removal.
- Ensure RN safely taken home.
- Clear & Objective Documentation of events.

### Table E

**Barriers to treatment and recovery:**
- A lack of information about treatment options.
- Family responsibilities which prevent adequate time for treatment sessions.
- Unrelieved acute and/or chronic pain.
- Inadvertent dependence on a prescribed medication.
- Painful memories from past emotional trauma.
- A negative relationship with a significant other.
- Having a partner who misuses drugs.
- Having a negative experience with health care professionals.
- Fear of ‘not being listened to’ (regarding psychological and/or physical pain).

### Table F

**Factors that foster success of the treatment and recovery include:**
- Being listened to and being assured that therapy will be modified as needed.
- Participating in peer support groups.
- Family support.
- Spirituality.
- Availability of child care services.