



**Thursday, December 8, 2011**  
**9:30 a.m. – 11:30 a.m.**  
**Presidio Room, SUMC**  
**(4<sup>th</sup> Level)**

**Register @ [www.hr.arizona.edu/dfw\\_reg.php](http://www.hr.arizona.edu/dfw_reg.php)**

**This workshop gives Supervisors a better understanding of:**

- The UA policies regarding employee drug and alcohol use;
- Why supervisors are often in the best position to help an employee with a drug/alcohol problem;
- The pattern of performance deterioration due to a drug/alcohol problem;
- Behavioral signs that an employee may have a drug/alcohol problem;
- Drug/alcohol abuse and dependency symptomology;
- Administrative steps supervisors should take under UA policy;
- Resources to help supervisors and employees

