

All About **DARS**



NORFOLK SOUTHERN
CONRAIL

**Drug and Alcohol
Rehabilitation
Services**



DARS Counselors Deal With What Types Of Problems?

DARS counselors work in conjunction with multiple support groups to help victims of alcohol and drug addiction or abuse. DARS was created specifically to help employees with alcohol and drug problems. An addictive disease is often the underlying cause for emotional, marital, work-performance, financial and other personal problems.

Here are some facts you should know about substance abuse:

- **Drug or alcohol dependency is a disease.**

Addiction to alcohol or drugs is an illness, not a moral weakness. Substance abuse is cause for concern, affecting workplace safety, job performance and family life.

- **It's treatable.**

Drug and alcohol addiction is treatable and abuse is preventable. If you think you have a problem, DARS can help you help yourself.

- **Remember...**

that admitting you have a problem is the first step toward recovery.



What Is The DARS Program?

Norfolk Southern's Drug and Alcohol Rehabilitation Services program uses company counselors systemwide to assist employees and their families with addiction problems. Each counselor has overcome substance-abuse problems and is available to help others.

DARS, which is a voluntary program, is a benefit provided by Norfolk Southern for the well-being of its employees, families and the community. The only requirement for participation is a desire to stop using drugs or alcohol.

Why Is There A DARS Program?

DARS is designed to help employees **identify** a drug or alcohol problem, **resolve** the problem through proper treatment, and **improve** employees' ability to be more productive. By helping employees lead fuller, more productive lives, the DARS program benefits everyone.

■ You and Your Family

At some time, you might need help with a drug or alcohol problem, and the DARS program can help you enjoy a more satisfying life at work and at home.

■ Norfolk Southern

The DARS program also benefits Norfolk Southern. Drug and alcohol problems affect productivity as well as employee and public safety. By overcoming addiction, employees can:

- work safely,
- reduce absenteeism,
- curb tardiness,
- improve quality,
- reduce mistakes, and
- enjoy productive careers

How Can DARS Help Me?

The primary goal of DARS is to link troubled employees with people who can best help. The DARS staff will meet with you at almost any location within reason. Confidentiality will be an upmost priority.

■ Problem Assessment and Referral

A DARS counselor can help you identify possible problems and refer you to an outside resource best equipped to help.

■ Treatment and Care

Qualified resources provide the treatment or education you need.

■ Follow-Up Support

DARS counselors and referral programs work with you to provide a plan for your continued care and recovery.

What Help Is Available?

Norfolk Southern's DARS counselors can provide you information about support agencies and services, including:

- Alcohol and drug-abuse counselors,
- Programs, treatment centers and hospitals,
- Support groups, such as Alcoholics Anonymous, Al-Anon, Cocaine Anonymous, and Narcotics Anonymous, and
- Physicians.

How Can I Come In Contact With The DARS Program?

Depending on individual situations and work locations, some options include:

■ Self-Referral

If you or a family member are troubled by a drug or alcohol problem, call a DARS counselor near you to talk or make an appointment.

■ Management Referral

Your supervisor might recommend that you seek help for declining job performance problems related to alcohol or substance abuse. The DARS program, however, is not designed to grant special privileges or exclude you from warranted disciplinary action.

■ Union Referral

If you are a union member, your local chairman or other union representative can recommend that you seek help through DARS.

■ Medical Referral

Norfolk Southern's selected physicians or medical staff might refer you to the DARS program.

What Are Some Commonly-Abused Drugs?

Type of Drug (and effects)	Name “slang names”	Possible Effects
Stimulants: speed up the central nervous system		
	<i>Amphetamines</i> “speed,” “uppers,” “bennies,” “ice,” “crank,” “crystal,” “pep pills”	Hallucinations; tolerance, psychological and sometimes physical dependence; continued high doses can cause heart problems, malnutrition, death.
	<i>Cocaine</i> “coke,” “snow,” “crack,” “rock” – legally classified as a narcotic	Confusion, depression, hallucinations; tolerance and physical dependence; effects are unpredictable—convulsions, coma and death are possible.
Hallucinogens: temporarily distort reality		
	<i>Lysergic acid diethylamide</i> “LSD,” “acid”	Hallucinations, panic; tolerance develops; effects may reoccur, “flashback,” even after use is discontinued.
	<i>Phencyclidine</i> “PCP,” “angel dust” – legally classified as a depressant	Depression, hallucinations, confusion, irrational behavior; tolerance develops; an overdose can cause convulsions, coma, death.
	<i>Mescaline, MDA, DMT, STP, psilocybin</i>	Effects are similar to those of LSD.
Depressants: relax the central nervous system		
	<i>Barbiturates</i> “barbs,” “goofballs,” “blues,” “downers” <i>Tranquilizers</i> “Valium,” “Librium”	Confusion, loss of coordination; tolerance, physical and psychological dependence; an overdose can cause coma, death; depressants taken in combination with alcohol are especially dangerous.
Club Drugs: trances, intoxicating highs		
	<i>MDMA</i> (Ecstasy)	Confusion, depression, sleep problems, anxiety, drug craving.
	<i>Gama Hydroxybutyrate</i> (GHB)	Tasteless, odorless, colorless nervous system depressant “date rape” drug.
	<i>Ketamine</i> “Special K,” “vitaminK,” “Kat”	Intended primarily for veterinary use. Causes hallucinations, delirium, amnesia, and depression

Type of Drug (and effects)	Name "slang names"	Possible Effects
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Narcotics: lower perception of pain

<p><i>Heroin</i> "H," "scag," "junk," "smack"</p>	<p>Lethargy, apathy, loss of judgment and self control; tolerance, physical and psychological dependence; an overdose can cause convulsions, coma, death; risks of use include malnutrition, infection, hepatitis.</p>
<p><i>Morphine</i> "M," "dreamer"</p>	
<p><i>Codeine</i></p>	
<p><i>Opium</i></p>	

Deliriants: cause mental confusion

<p><i>Aerosol products;</i> <i>Lighter fluid;</i> <i>Paint thinner;</i> <i>Amyl nitrite</i> "poppers"</p>	<p>Loss of coordination, confusion, hallucinations; an overdose can cause convulsions, death; psychological dependence; permanent damage to lungs, brain, liver and bone marrow.</p>
<p><i>Other inhalants</i></p>	

Cannabis: alters mood and perception

<p><i>Marijuana</i> "grass," "pot," "weed"</p>	<p>Confusion, loss of coordination; long-term use may cause moderate tolerance, psychological dependence; long-term use may cause damage to lung tissue.</p>
<p><i>Hashish</i> "hash," "hash oil"</p>	

Alcohol

Don't be fooled by the fact that alcohol is not controlled in the same way that other drugs are—alcohol is a powerful depressant. Long-term, heavy drinking is linked to cancer, heart and liver damage and other serious illnesses. Tolerance, physical and psychological dependence can develop.

Who Will Know If I Receive DARS Assistance?

No one, unless you authorize a DARS counselor to inform your boss or family. Confidentiality, however, can be waived if an employee refuses to cooperate in a treatment program and is later dismissed from work in connection with a drug — or alcohol—related incident.

- **If you refer yourself to DARS...**

any personal information you provide is confidential. DARS staff maintain their own files, which are never included in your personnel file.

- **If your supervisor refers you to DARS...**

the two of you are the only ones who will know. Although DARS staff members respect employees' wishes, counselors strongly suggest family involvement in recovery programs, especially since addiction affects the family.

How Much Does DARS Cost?

There is no charge to you or your family for using DARS. Norfolk Southern underwrites the cost of the program because it believes healthy employees are safer and more productive.

If you're referred to an outside resource, such as a hospital, for treatment, some costs might be incurred. If treatment is necessary, your health-care provider might cover costs. Your DARS counselor will make every effort to locate an effective, affordable treatment facility.



Will DARS Jeopardize My Job?

Definitely not. DARS is designed to help employees overcome debilitating — and sometimes deadly drug — and alcohol addiction. Good job performance is essential to a successful career, and DARS is there to help employees do their jobs effectively.

What Right Does NS Have To Interfere With My Personal Problems?

At Norfolk Southern, your privacy is important. Drug and alcohol addiction, however, can take a heavy toll on people, productivity and workplace safety as well as endanger co-workers' lives and public safety. Norfolk Southern reserves the right to take action when it is in the best interest of the company and its employees.

You're Never Alone

Help Is Only As Far Away As The Phone

DARS, which is a confidential resource based on your needs, offers help when a drug or alcohol problem affects you and your job performance. The DARS program uses company counselors to assist employees. Each counselor has overcome substance-abuse problems and is available to help others. For more information, contact one of the regional counselors listed on the last page.

How Do I Know If I Have A Problem?

The best place to look for answers is within yourself. Your emotions are often the best indicator that a drug or alcohol problem exists. Generally, you might need help if you:

- feel preoccupied with the use of alcohol or drugs;
- fail repeatedly to solve the problem;
- have legal problems relating to alcohol or drug use, such as a DUI or DWI conviction;
- spend a lot of energy denying a problem — or hoping the problem will disappear;
- feel guilty about your alcohol or drug use;
- get tired or sick from alcohol or drugs;
- experience frequent mood swings;
- feel unhappy most of the time, and/or
- experience problems with family or friends.

Your job performance is another indicator of a potential drug or alcohol problem. Generally, you might need help if you:

- miss deadlines,
- have frequent accidents,
- make frequent mistakes,
- withdraw from co-workers,
- need more time than usual to start and finish tasks, and/or
- are absent often.

Help Is Only A Phone Call Away

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DARS Counselors Nearest You



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See more about DARS at
www.nscorp.com