



WELCOME MESSAGE

Welcome to the October 2024 edition of the Safe Harbor Newsletter! This biannual publication, brought to you by the Office of Human Resources, is dedicated to education, prevention, and support regarding alcohol and substance abuse issues. It aligns with our commitment to maintaining a safe and healthy campus in accordance with the Drug-Free Schools and Communities Act.

In this issue, we shine a light on Substance Abuse Awareness Month, providing resources and initiatives designed for the NSU community. Whether you are looking for assistance, ways to get involved, or information, we have something for everyone.

**DISCOVER MORE ABOUT NSU
SUBSTANCE ABUSE SUPPORT
SERVICES IN THIS NEWSLETTER**

SUBSTANCE ABUSE

Did you know that one in seven individuals will encounter substance abuse at some point in their lives? This pervasive issue impacts millions each year; however, recovery is attainable with the right support. Early intervention can significantly influence the outcome.



October is recognized as National Substance Use Prevention Month, a time for our community to come together in prevention initiatives. Throughout this month, we also pay tribute to those in recovery, along with their families, friends, and supporters. Join us in promoting awareness and discovering the resources provided by NSU to address substance abuse.

SUPPORTING A DRUG-FREE WORKFORCE TACKLING CHALLENGES TOGETHER

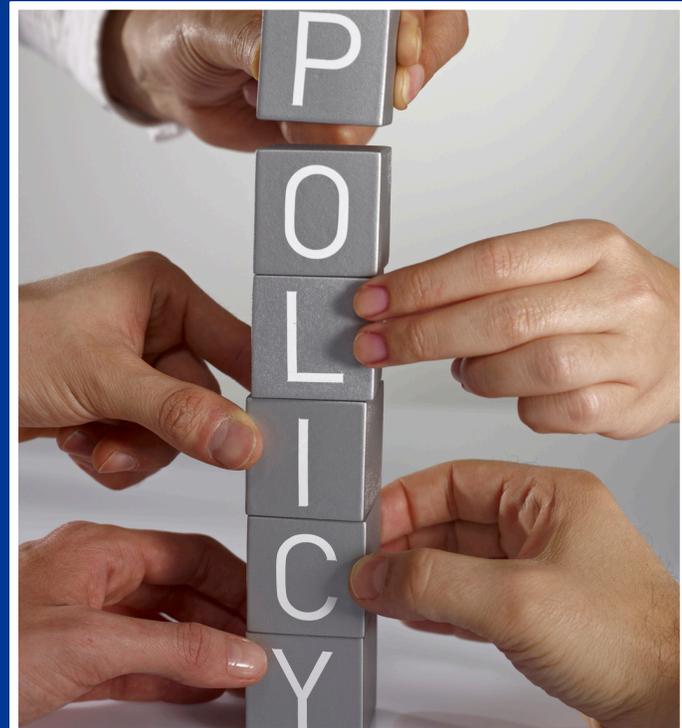


As NSU faculty and staff, we strive to foster a positive, nurturing environment. Yet, South Florida's unique high-pressure lifestyle can make it difficult to maintain focus and energy. From rising costs of living to the accessibility of recreational drugs, many are at risk of substance misuse—often unknowingly.

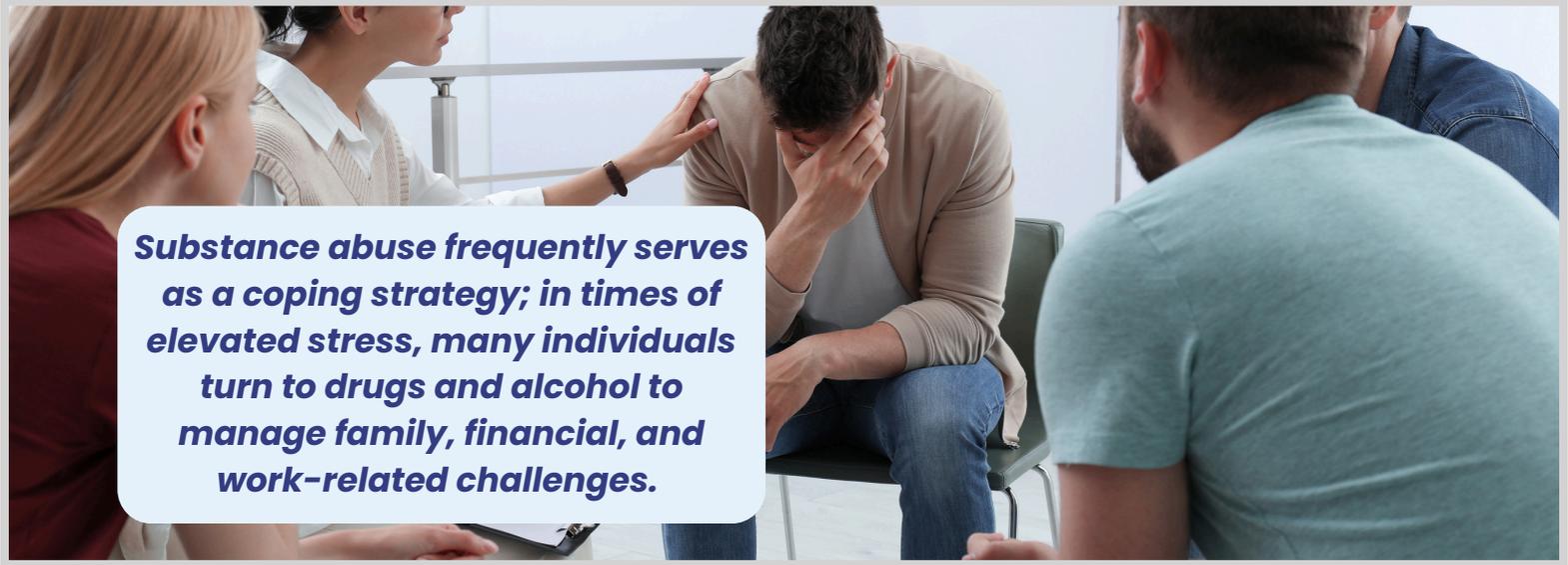
The region has faced growing concerns with the opioid crisis, synthetic drugs like fentanyl, and increasing alcohol and prescription drug misuse. These challenges affect not only individuals outside our campus but also our colleagues and their families.

Although the State of Florida may allow the use of medical marijuana, **NSU's Policy** remains in compliance with federal law. It prohibits employees from **possessing, using, or distributing marijuana** in any form on any of the University's campuses or facilities and during any University activities or while conducting University business.

Suppose there is **reasonable suspicion** that an employee is under the influence of alcohol or illegal drugs or otherwise impaired in the performance of their job duties. In that case, the employee may be required to submit to a **breath alcohol or drug test**.



NSU IS HERE TO HELP

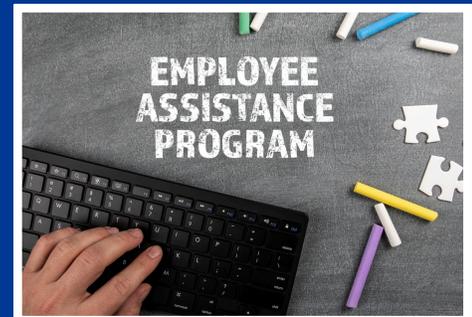


Substance abuse frequently serves as a coping strategy; in times of elevated stress, many individuals turn to drugs and alcohol to manage family, financial, and work-related challenges.

Balancing work, research, teaching, and personal challenges can be overwhelming. Substance misuse often starts as a response to stress but can quickly escalate, impacting job performance, health, and relationships. Signs may begin as fatigue, mood swings, or decreased concentration, but the consequences can grow over time.

NSU's Employee Assistance Program (EAP) offers confidential, personalized and free support for those struggling with stress, substance use, or concerns about a loved ones. Get support no matter how big or small the issue anytime with NSU's EAP.

- Available 24/7, 365 days a year, the EAP is here whenever you need it—day or night. Access online at: www.resourcesforliving.com, (877) 398-5816 (press option 1).
- Use the username ICUBA and password 8773985816 to get started. By addressing these challenges early, we can build a healthier, more productive workplace where everyone thrives.
- Remember, you don't have to face this alone—reach out for support. Together, we can foster a culture of care, health, and well-being.



SIGNS OF SUBSTANCE MISUSE

All inpatient treatment for substance misuse and addiction requires precertification. Once approved, coverage will be provided according to the member's cost share under their selected ICUBA medical plan.



Spot the Signs Early

A substance use disorder can take over a person's life. Catching drug misuse early may help make treatment easier. Your awareness of the signs of misuse can make a difference in your own life or the life of someone you care about.

Signs of Substance Misuse

- Feeling that you have to use the drug regularly — daily or several times a day
- Having intense urges for the drug that block out any other thoughts
- Needing more of the drug over time to get the same effect
- Spending money on the drug even though you can't afford it
- Not meeting personal or work responsibilities or avoiding social activities because of drug use
- Continuing to use the drug even though you know it's causing problems in your life and affecting your physical or mental health
- Doing things to get the drug that you normally wouldn't do, such as stealing
- Being unable to stop using the drug
- Experiencing withdrawal symptoms when you try to stop taking the drug



EMPLOYEE RESOURCES AND SUPPORT

At NSU, we believe that everyone deserves access to the support they need. Whether you're seeking confidential counseling, joining a support group, or looking for educational materials, we have options available. Learn more about substance abuse and prevention through the **[NSU Library Guide](#)**.



Aetna Behavioral Health

At NSU, your well-being is our priority. Through Aetna Behavioral Health's "Resources for Living" (RFL), you and your household have access to support for substance misuse concerns.

Explore more here: **[Resources for Living](#)**.

- Counseling Support: RFL offers up to six counseling sessions, with personalized community resources to meet your needs.
- Ongoing Care: If you have NSU's medical plan and require additional care, Aetna Behavioral Health will assist with transitioning to further support.
- Alternative Options: Even if you're not enrolled in NSU's medical plan, Aetna can help you find alternative providers or community resources.



Meru Health: Free Emotional Well-Being Coaching

Meru Health's personalized coaching is a program for emotional well-being that helps members develop skills for reducing stress, increasing resilience, and unlocking their best selves.

- Over 70% of participants report better moods, improved sleep, stronger relationships, and reduced stress.
- This is a FREE program available to you and your household members age 18+.
- This 8-week program helps reduce stress, build resilience, and improve overall well-being. Sign up [here](#).

Healthy Lifestyles: Guided Self-Change Program

NSU Health - NSU College of Psychology
Maltz Building
3300 S. University Drive
Ft. Lauderdale-Davie, FL. 33328-2004
954-262-5922 | gsc@nova.edu
[NSU Mental Health Services](#)

COMMUNITY SUPPORT SERVICES

Alcoholics Anonymous

Main Helpline: (954) 462-0265

24-hour Answering Service: (954) 462-7202

www.aabroward.org

Broward County - help@aabroward.org

Meetings: aabroward.org/map-of-meeting-locations/

Miami-Dade County: (305) 461-2425 (24-hour hotline)



AL-ANON: Friends and families of Alcoholics

Miami-Dade County: (305) 663-143

Broward County: (954) 491-1915

Narcotics Anonymous

Miami-Dade County: (305) 265-9555

Broward: (888) 524-1777 (24-hour helpline)

The Florida Department of Children and Families Substance Abuse Program Office

1400 West Commercial Blvd, Suite 180

Fort Lauderdale, FL 33309

Tel: (954) 453-3443

www.myflfamilies.com/SAMH-Get-Help

Broward Behavioral Health Coalition

3521 West Broward Blvd, Suite 206

Lauderhill, FL 33312

Tel: (954) 622-8121

www.bbhcflorida.org/

Miami-Dade Information - Substance Abuse Treatment

- www.miamidade.gov/global/service.page?Mduid_service=ser1542234441253341

United Broward

- www.unitedwaybroward.org/commission-behavioral-health-drug-prevention/

Palm Beach County

- discover.pbcgov.org/communityservices/BHSUCOD/Pages/Funded-Agencies.aspx





In our next issue, we'll take an even deeper dive into wellness initiatives, new resources, and practical ways to help you navigate the challenges of substance misuse—whether it's impacting you, a loved one, or a friend.

Stay tuned for more tips on maintaining a balanced, healthy lifestyle and ongoing support to keep you thriving on your journey to wellness.

Stay Connected!

We value your input! Your feedback helps us improve and better tailor our newsletters to the needs of the NSU community. Please take a moment to share your thoughts.

Contact Us: For more information or to get in touch with us at Employee Relations, Safeharbo@nova.edu or call (954) 262-HR4U (4748) or visit our website at: www.nova.edu/hr