



**Addiction doesn't discriminate** It can affect anyone, at any time, no matter their occupation, education, or other demographic factors. In fact, people working in healthcare are at a greater risk for developing an addiction due to the stress of the job and ready access to pharmaceuticals.

**Signs, symptoms, and warning signs of an addiction:**

- Drop in performance at work, tardiness, frequent absences
- Engaging in secretive or suspicious behaviors; isolating
- Unexplained change in personality – irritable, anxious, frustrated
- Lack of motivation and energy, appears lethargic or “spaced out”
- Tremors, slurred speech, or impaired coordination

The North Carolina Professionals Health Program (NCPHP) works with the North Carolina Veterinary Medical Board (NCVMB) to screen for and assist people suffering with the disease of addiction.

**NCPHP can also help with substance-related issues, such as**

- Mental health issues
- Burnout
- Other conditions that may impede the ability to provide excellent care

**NCPHP offers:**

Confidential program participation	Free screening interviews*
Compassionate support	Evidence-based advocacy
Comprehensive monitoring	* Free for licensees of the NCVMB

If you or a colleague have a problem with drugs, alcohol, or a mental health issue, please contact NCPHP at 919-870-4480 or [www.ncphp.org](http://www.ncphp.org). NCPHP is here to help!

**NCPHP helps veterinary professionals so they can help their patients!**