



a discovery house newsletter

DOORWAYS

VOLUME IV . EDITION 2 . NOVEMBER . 2000

Domestic Violence Awareness Month

In addition to being Breast Cancer Awareness Month, October has been Nationally recognized as Domestic Violence Awareness Month. There has been a great deal of publicity surrounding breast cancer – it's wonderful that such an important issue is getting the recognition needed to keep women healthy and aware. In contrast, however, is the lack of national media support on Domestic Violence issues. You may find some of these statistics thought provoking and food for good discussion.

DID YOU KNOW.....?

- The American Medical Association estimates that almost four million women a year are abused by their partners and one in four women is likely to be abused by an intimate partner in her lifetime.
- 834,700 men are physically assaulted by an intimate partner every year.
- One third of all police time is spent responding to domestic disturbance calls.
- Nearly 50 percent of abusive husbands batter their pregnant wives. As a result, these wives are four times as likely to bear infants of low birth weight.
- One third to one half of all homeless women are on the streets because they are fleeing domestic violence.
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BUPRENORPHINE What is it?

You may have had patients ask you or you are wondering yourself, what Buprenorphine is and what it has to do with a Methadone Clinic.

Buprenorphine is a partial opioid agonist drug substance that is under investigation at selected sites for the treatment of opiate addiction. Still in the testing stages, the drug is not yet legally available for the treatment of opiate addiction in the United States, except when used under an Investigational New Drug (IND) Study. Public awareness of its existence is growing as articles appear in various publications.

You may have also heard mention of the drug Buprenex, whose active ingredient is buprenorphine. A common misunderstanding is that Buprenex can be used in the treatment of opiate addiction as an "off label" use of an approved drug product. In actuality this is not the case and is currently inaccurate.

The truth is that neither of these drugs are presently approved for use in treating opiate addiction. For more information about the status of these drugs please read the notice that was sent to your Clinic. The notice is dated September 1, 2000 and was sent from the Department of Health and Human Services.



from the land of HUMAN RESOURCES

This column marks the opening of yet another door into the eclectic and sometimes odd world of Human Resources. The focus of this column will grow and develop as we go along and I am able to gauge the interests of staff members. Please mail, fax or e-mail me questions that you may have about payroll, benefits, employee relations, personnel policies, etc. I will highlight two to three questions (depending on space available) and offer answers or insights into the issues you raise. I will also offer helpful information on various topics such as healthcare, development opportunities, troublesome payroll and benefits issues. I can be reached from 9:30am to 6pm EST at 401-785-4540, extension 113. Home Office fax number is 401-785-8975. Please keep in touch, we need your participation!

Rebecca Ibbotson, *Human Resource Coordinator, Home Office*

Pennsylvania Local Tax

I've moved about quite a bit in my life – San Francisco, Michigan, Florida, Ontario, New York State (many locations), and now Rhode Island. One thing I have never encountered (or at least been aware of) has been the anomaly of "local tax." I'm sure that the State of Pennsylvania has many reasons for leveling this tax on the residents and the tax is very useful, but in the employment arena, specifically Discovery House payroll, it creates confusion.

We, in Discovery House, both staff and management, need to understand how to manage this

Pandora's Box. I am certainly far from being an expert on this, but from my experience, I can offer some insight to smoothing out this process.

Discovery House has opted to designate local tax as a payroll deduction benefit. We capture and submit your local tax amounts for you quarterly. Because our staff comes to work from many different locations, we have had to choose "default" areas to support the payroll local tax deduction. These default areas are the clinic locations. If you reside in a different township or county, you will need to identify where local tax is due

and notify HR. With a written request from an employee, I can make the corrections necessary to ensure we deduct and submit the 1 % local tax appropriately.

The first step in properly identifying the tax parameters is to call your local town hall and ask them the question "What is my local tax code?". They will be able to identify the county, or township that local and national payroll firms are supporting.

Second, complete a note or pay change report, indicating the correct local tax area, and fax it to HR. If you are aware of the



Boundary Survey

- _____ I trust my instincts.
- _____ I listen when my senses say my boundaries are violated.
- _____ My instincts help me decide who is trustworthy and who is not.
- _____ The people in whom I confide rarely, if ever, betray my trust.
- _____ My boundaries are clearly defined in close relationships.
- _____ I enjoy relationships without losing myself in others.
- _____ I honor other people's boundaries.
- _____ I take responsibility for my own sense of safety.
- _____ I refuse to take responsibility for other people's feelings.
- _____ I have a clear sense of who I am and where I am.
- _____ I say "yes" when I want to say "yes."
- _____ I say "no" when I want to say "no."
- _____ I do not allow those in authority to control my choices.
- _____ I am able to tell others when I feel hurt without blaming them.

In the field of human service, we can sometimes find ourselves getting caught up in the concerns and problems of our contacts.

See how you do in setting boundaries by answering these few questions. **DISCLAIMER** – This survey has not been AMA approved!

Write in the numbers indicating how often, if ever, the statements are TRUE. Modify those statements that don't apply to you.

1 – Never, 2 – Sometimes, 3 – Always

SCORING EVALUATION

37-42: Great!

You set and protect clear, flexible boundaries

26-36: Watch Out.

Your boundaries aren't as clear as you need.

0-25: Alert!

Your boundaries are in need of major repair.

date the incorrect tax began, it would be helpful if you could annotate that on the documentation. We will create a tax reimbursement in payroll and set up the new location code.

A section has been added to new hire forms to encourage designation of local tax code at the point of hire. This, hopefully, will eliminate frustrating changes at a later date. While I cringe at the mention of local tax issues, I will do whatever I can to quickly rectify the problem.

Sincerely,
Rebecca Ibbotson

domestic violence

(continued from cover)

- Between 3.3 million and 10 million children in the United States are exposed to domestic violence each year. Between 45% to 70% of children exposed to domestic violence are also victims of physical abuse.
- Studies have shown that adolescent males exposed to domestic violence as children believe that aggression enhances self-image and reputation and influences their use of violence.
- Over 80% of abusive partners had themselves either been victims of child abuse or had witnessed their mothers being abused.

We can certainly surmise that a good portion of the patients we serve have been subjected to domestic violence. Please call your local Coalition Against Domestic Violence if you, or a patient, require information or support. For another great source for information, you can also log onto www.ojp.usdoj.gov/hij.

Staff Happenings

As our Discovery House Family grows and develops, we love to hear from you and what's new in your neck of the woods! Here's the latest...

GARY CLINIC:

- The folks at the Gary Clinic would like to announce their "Annual Open House" on 10/27/00. It promises to be the EVENT OF THE MILLENNIUM!!! They are expecting a GRAND turnout!

CRANBERRY TOWNSHIP CLINIC:

- Judy Schrott received grandson #6 on 7/12/00. Congratulations Judy!
- Welcome aboard to new employees!
Loretta Padgett - Program Manager Aug/2000
Chuck Sigler - Counselor Aug/2000
Dorothy Kania - Counselor Aug/2000
Kathryn Aloe - PA June/2000
Deborah Bush - Dispensing Nurse June/2000

WOONSOCKET CLINIC:

- Welcome aboard to new employees!
Kathleen Fonseca - LPN September/2000
Eileen Szelag - Admin Assistant October/2000
Adepejo Adediran - LPN October/2000

PROVIDENCE CLINIC:

- Lorri Lambert graduated with an RN degree from CCRI in June/2000. Way to go Lorri!

SALT LAKE CLINIC:

- Welcome aboard to new employees!
Jana Merkely - Director July/2000
R.B. Adams - Counselor June/2000
Jan Castro - PA July/2000
Debra Hobbins - ARNP July/2000
Sandra Misrasi - Counselor October/2000

SOUTH PORTLAND CLINIC:

- Congratulations to Steve and Heidi Buckowick on the birth of their daughter Sophia on 10/15/00
- Launch of new evening program in August featuring counselors Steve Buckowick, Chanin Hale and Robert Baker

No one can build his security on the nobleness of another person.

– Willa Cather,
Alexander's Bridge
(1912)

Have you read ALERT #25?

Alert #25 discusses ORLAAM and new developments that are being noted by the distributor. If you have not read this Alert yet, we strongly recommend that you do so. A copy should be in the Clinic Alert Binder. If you can not find a copy of the Alert please let the appropriate staff member know so that one can be made available to you.