Using a two-phase, mixed methods study, the authors investigated the practices of confronting and reporting chemically dependent nurses in the workplace. This article presents their findings. Quantitative data from 55 chemically dependent nurses at a treatment program for professionals provide a description of addiction variables and modes of entry into treatment. A content analysis of qualitative interview data from 30 practicing nurses yields perceptions and beliefs about confronting a chemically dependent colleague. The article also discusses barriers to reporting colleagues and resources for helping them. Finally, the authors make recommendations for educating nurses about addiction and viewing interventions not as confrontations but as acts of compassionate peer support.

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