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Positivity at the workplace: Caring makes a difference

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Stress is a killer and results in low performance at work even if leaders cannot visibly see how it is impacting their employees. Employers who care about their employees in terms of offering trainings and coaching for reducing stress in the workplace yield better results in performance and in workplace relationships when they implement sound workplace well-being strategies. Mental health staffers, social and human service workers, law enforcement and medical staffers are notoriously suffering from compassion fatigue and/or vicarious traumatization. At times, this is highly visible but often it goes undetected. It is incumbent for employers to offer support in terms of psychological first aid and self-care to assist employees in managing their responses and reactions to the serious traumatic or stressful occurrences in the workplace.

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Multi-generational effects of adolescent cannabis exposure

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Extensive debates continue worldwide regarding marijuana (*Cannabis sativa*) and the growing industry evolving around recreational and medical marijuana has led to increasing use of the drug particularly among young people, often to manage stress and anxiety. Today, millions of people worldwide meet the clinical diagnosis for *Cannabis* use disorder, which exceeds that of all other illicit drugs combined, even taking into consideration marijuana's non-illicit status in several areas of the world. There has been an exponential increase of cannabis studies over the past two decades but the drug's long-term effects still lack in-depth scientific data. Using an animal model, my research into the persistent behavioral and neurobiological consequences of cannabis has provided evidence that the effects of the main psychoactive component, $\Delta(9)$ -tetrahydrocannabinol (THC), extend even into the subsequent generations of users. Parental exposure to THC influences reward-seeking behavior in progeny and leads to molecular disturbances in the striatum, a key brain area regulating reward processing, emotion and habit formation. Disturbances of the epigenome (regulatory mechanisms "above the DNA") have been hypothesized as the molecular machinery underlying the persistent neuropsychiatric effects of cannabinoids. Indeed, our studies revealed changes in the striatal epigenetic landscape (DNA methylation) of male and female offspring of THC-exposed parents and abnormal expression of several molecules with important neurobiological functions. The results suggest that cannabis use can have consequences reaching far beyond the immediate health of individuals directly exposed to the drug and can impact the subsequent generation.

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