# Drug and Alcohol-Free Workplace – Landscaping Stats and Facts



## FACTS

**Key Hazards and Risks Associated with Drug and Alcohol Policies**

1. **Enforcement Challenges:** Implementing a drug and alcohol-free policy in landscaping can be challenging due to the dispersed nature of the work and the difficulty of consistent monitoring across multiple sites.
2. **Workplace Tension:** Strict enforcement can create tension or mistrust between employees and management, particularly if workers feel they are being unfairly targeted or monitored.
3. **Reduced Workforce:** Random testing and zero-tolerance policies may lead to the loss of skilled workers who fail tests, which can be particularly challenging during peak seasons when labor is in high demand.
4. **Safety Risks from Withdrawal:** Workers undergoing withdrawal from substances may experience physical or psychological symptoms that impair their ability to safely operate machinery or perform physically demanding tasks.
5. **Increased Stress:** A zero-tolerance policy might increase stress among workers who fear job loss due to testing, which can negatively impact their overall well-being and job performance.
6. **Legal and Ethical Concerns:** Employers must navigate legal complexities around drug and alcohol testing, including respecting workers' rights and ensuring that testing procedures are fair and transparent.

## STATS

- Approximately 70% of illicit drug users and 80% of heavy alcohol users are employed.
- Employees who abuse drugs are 3.5 times more likely to have an accident on the job and five times more likely to have an off-the-job accident that could impact workplace performance.
- The abuse of tobacco, alcohol, and illicit drugs costs the USA over $740 billion annually in lost productivity, crime, and healthcare costs.
- The (NSC) in the USA reports that workers who misuse drugs or alcohol are 2.7 times more likely to have workplace accidents and 5 times more likely to file a workers' compensation claim.

- The Canadian Centre for Occupational Health and Safety (CCOHS) emphasizes the role of policies in improving workplace safety, although direct statistics on injuries linked to policy implementation are not provided.
- Research has shown that implementing drug and alcohol-free workplace policies can lead to a reduction in workplace accidents. A study by the Substance Abuse and Mental Health Services Administration (SAMHSA) found that businesses with drug-testing programs reported a 51% reduction in workplace injuries within two years of implementation.
- The NSC also reports that employees who abuse drugs are 10 times more likely to miss work and are 33% less productive, which can indirectly lead to increased workplace hazards and injuries due to overworked and stressed colleagues compensating for the absenteeism.