Safety and Substance Abuse Dont Mix Meeting Kit



What's At Stake

Drug use and alcohol consumption are normally considered personal issues. They only become an employer's concern when they affect safety and worker performance. Drug and alcohol abuse cost employers through high absenteeism and sick pay. Abusers hurt themselves and their families if they lose their job as a result of their actions. If they are fired or cannot function on the job, the company loses the services of an experienced worker.

What's the Danger

DRUG ABUSE DANGERS

Hurts Physically. Depending on the drug of choice, abuse can lead to lung and cardiovascular disease, stroke, various kinds of cancer, HIV/AIDS, and Hepatitis B and C, to name a few.

Hurts The Job. Abusing that drug can have serious consequences when it comes to landing and maintaining a job. In the short term, impaired judgment and lack of sleep from drug use can make you perform poorly the duties you'd otherwise excel at.

Hurts Mental Health. Depression, anxiety, paranoia, hallucinations, delusions, can all stem from drug abuse.

Hurts Finances. The more you abuse a drug, the more of it you need to get the same effect.

Hurts Freedom. Whether it's by pursuing unlawful means of financial gain, committing crimes due to paranoid delusions, stealing from others to support a habit, contributes to criminal activity, and leads to jail.

Hurts Romance. Drug abuse commonly leads people to engage in deceitful behaviors that breach trust.

Hurts Friendships. Having a short temper, lack of patience, decreased interest

in others, and self-serving habits are all prevalent behaviors stemming from drug abuse that negatively impact friendships.

Hurts Family Relationships. The more someone abuses drugs, the more their priorities shift toward drugs.

Hurts the Community. There are more drug dealers, break-ins, instances of prostitution, and other criminal behaviors that threaten the safety and security of a community.

BEST STEPS TO ADDRESS SUBSTANCE ABUSE IN THE WORKPLACE Employee Assistance Plan (EAP)

To help prevent workplace accidents caused by drug, alcohol, employees need to be familiar with the common signs and symptoms of substance abuse. Changes in behavior, increased absence, and constant health issues could indicate an addiction disorder. It is critical to address these signs with the employee to determine the cause of their negative actions.

Should an employee be confirmed positive for drugs of abuse, an employee assistance program (EAP) can provide counseling and referral programs. It may be conducted and/or managed directly by the employer or by a third-party contractor. Programs are always operated in a confidential manner.

AWARENESS TO KEEP PEOPLE SAFE AT WORK

You have a right and a responsibility to prevent drug and alcohol abuse at work. The people we work with are often our friends, and sometimes our supervisors. Keep in mind that their behavior could cause a fatal mistake and you could be a victim. Here are some warning signs and symptoms of substance abuse to be aware of in a coworker.

- Weight loss
- Sweating
- Chills
- Slowed or slurred speech
- Impaired coordination
- Slow reaction time
- Irritability
- Excessive talking
- Inability to sit still
- Limited attention span
- Poor motivation / lack of energy
- Aggressive, unpredictable or violent behavior
- Money problems, including asking coworkers for loans
- Carelessness, frequent mistakes
- Risky behavior or lack of concern for others? Safety

FINAL WORD

It can be hard to report your co-worker or supervisor if you suspect substance abuse. But, their behavior could cause a fatal mistake and you could be a victim.