



RESOURCES

Addict Help
www.addict-help.com

Alcoholics Anonymous (AA)
www.aaonline.org

Drug Rehab Listings and Referrals
1-866-SOBERNOW (762-7668)

SAMHSA Substance Abuse Help
1-800-662-HELP

www.findtreatment.samhsa.gov

>INFOCUS

DRUGS *in the workplace*

It's a huge gamble...

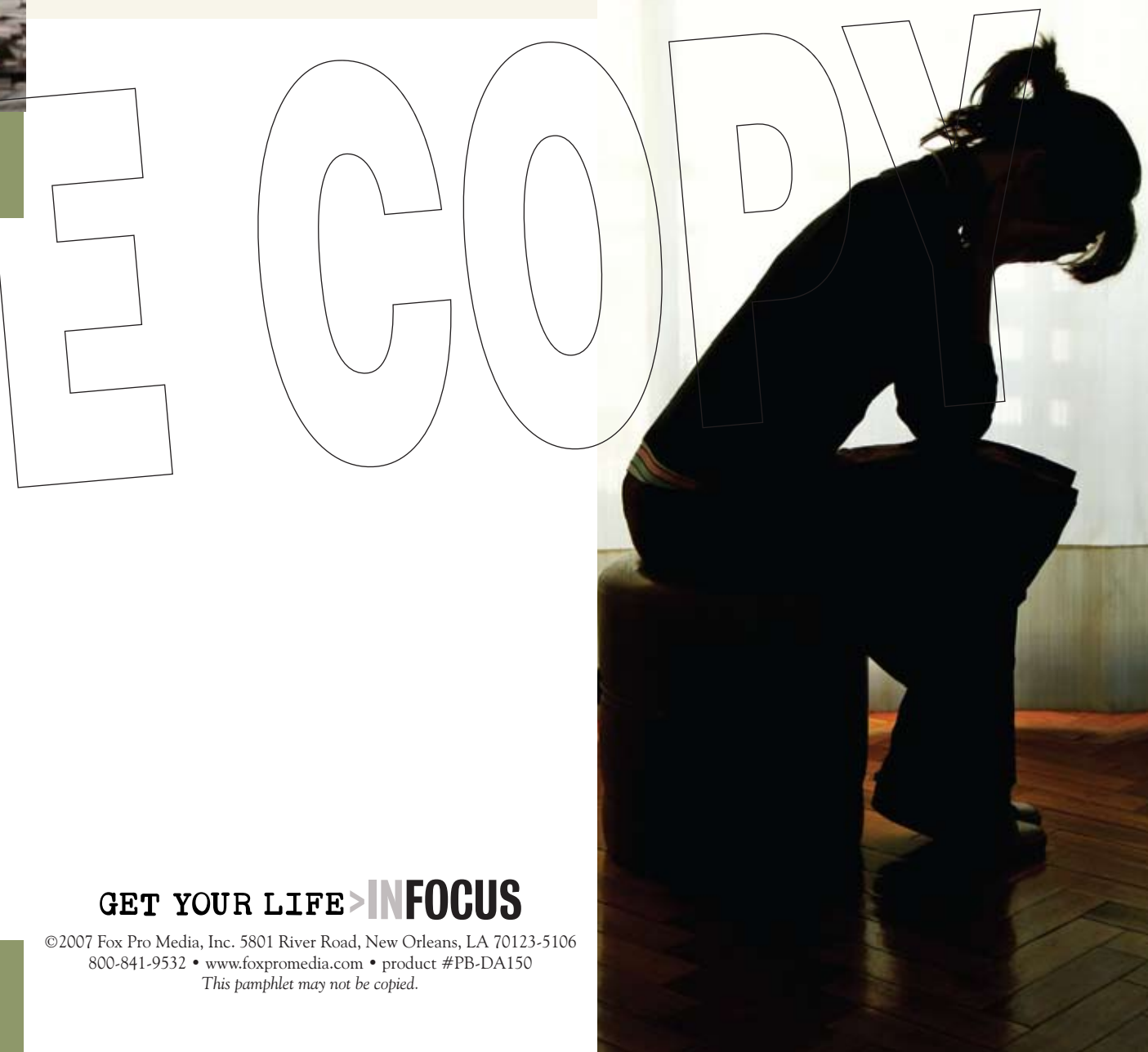
Drugs don't belong on the job... An employee under the influence of drugs and alcohol while on the job is taking a huge gamble with his or her career and life, the lives of coworkers and customers, and the very company that provides for his or her livelihood. Being under the influence while on the job is selfish and extremely dangerous. An impaired worker on the job is as dangerous as a drunk driver barreling down a crowded street at 75 m.p.h.

Every Job is Important

Using drugs or alcohol while on the job isn't very smart. Working with a loaded coworker isn't very smart either. The Occupational Safety Health Administration (OSHA) estimates that about 20% of workers who die on the job test positive for alcohol or drugs.

There is hardly an industry or business that's immune from workplace substance abuse. Of the 17.2 million drug users in this country who are 18 or older, nearly 13 million work full- or part-time in every industry you can imagine.

Regardless of the industry and type of work, every job is important. Drug abuse can have bad effects for the user, their family, their coworkers, their company and the whole economy.



... are you willing to lose?

GET YOUR LIFE >INFOCUS

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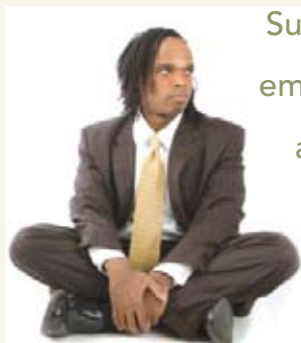
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The Damage Adds Up

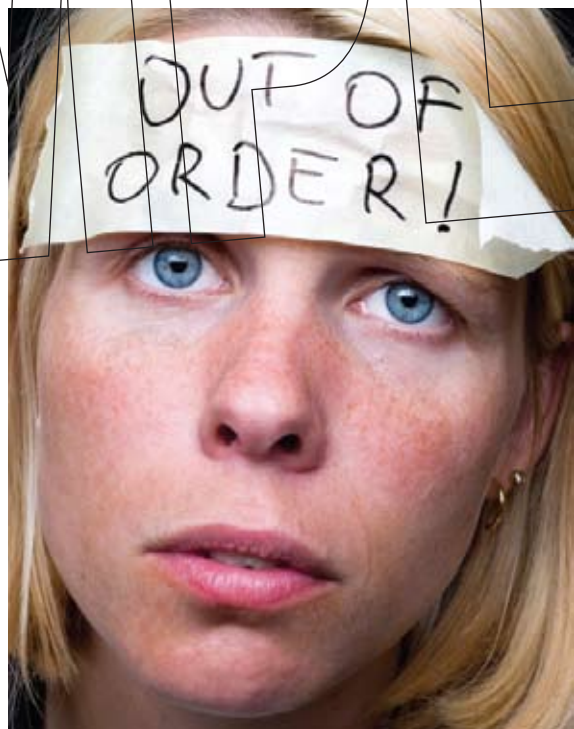
- Up to 40 percent of industrial fatalities and 47 percent of industrial injuries can be linked to employees working while alcohol or drug impaired.
- Employees under the influence of drugs are 3.6 times more likely to be involved in a workplace accident and five times more likely to file a workers' compensation claim.
- An estimated 500 million workdays are lost annually because of substance abuse.
- Problems related to alcohol and drug abuse cost businesses in this country approximately \$81 billion in lost productivity every year.
- Substance abusing employees function at 67 percent of their capacity.
- Workers who use drugs are 2.2 times more likely to request early dismissal or time off, 2.5 times more likely to have absences of eight days or more and three times more likely to be late for work.
- Workers on drugs cost their employers about twice as much in medical claims as do non-drug using workers.

Substance abusing employees function at 67% of their capacity.



Have a Substance Abuse Problem? The Choice is Yours

If you continue to work under the influence of drugs, you have a choice. Keep working under the influence and your chances of being fired, injured, or even killed are very high. Or you can choose to get help and clean up. The first step, after you've decided to clean up your act is to talk over your desire to get help with your family. You'll need their solid support.



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Help is Out There

Employers today don't mess around with drug abusing employees who won't straighten up. Most often, managers will try to help drug abusing employees get straight through programs offered at your place of work. These programs are called Employee Assistance Programs (EAP) and are offered by a growing number of businesses. EAP is often free to the participant. Often these programs also assist the recovering worker's family in the recovery process. If there is a cost, most often it is covered by insurance. These programs are always non-judgmental and everything is kept confidential.

At the very least, you're boss may order you to get help on your own. There's a lot of help out there. Look in the Yellow Pages for the phone numbers of the United Way or other non-profits in your area that offer the help you need. Assistance is generally free or offered on a sliding fee scale, that is, you pay as much as you comfortably can.

Recovery from drug and alcohol addiction isn't easy, but it can be done. Your family, coworkers and company are counting on you.

What If a Coworker is Under the Influence?

If you suspect that someone is under the influence while on the job, you owe it to yourself, your coworkers and your company to see that that person gets the assistance they require.

- Let the person know you've noticed a change in their behavior and that you're concerned.
- Be honest and caring. Avoid accusing them of being an alcoholic or a drug addict.
- Don't threaten to report them unless you intend to.
- Convince the person to get help and offer to assist them.

If you feel there is an immediate threat to someone's health or safety, alert management at once. If you don't feel there is an immediate threat to safety, but are worried about future risks, speak confidentially to a supervisor, EAP professional or human resources representative.

Remember, every employee has a right and a responsibility to work drug free.

