DRUG & ALCOHOL / SUBSTANCE ABUSE AWARENESS

PURPOSE:
The purposes of this course are to comply with guidelines regarding employee substance abuse and training and to provide employees with information to substance abuse in the workplace.

DISCUSSION:

Describe 4 ways in which substance abuse lowers the quality of an abuser’s life.

Some examples include, but not limited to:
1. Harms health / Quality of Life
2. Family Life
3. Financial
4. Self Esteem

Describe 5 ways in which substance abuse contributes to workplace accidents.

Some examples include, but not limited to:
1. Lack of attention
2. Carelessness
3. Disruptive
4. Judgment
5. Poor Motor Skills

Describe 4 ways in which workplace substance abuse lowers the quality of a person’s work:
1. Slower worker
2. Mistakes are up
3. Repeated instructions
4. Demands more from co-workers

Recognize some of the signs and symptoms of substance abuse.

Substance abuse signs and symptoms vary from individual to individual as well as from substance to substance. The quantity and quality of the substances of abuse affects the signs and symptoms, as does the time that has passed since taking the substance. Sometimes there are other reasons a person may be exhibiting signs and symptoms of substance abuse...

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TOOL BOX TALKS

Employers who fall under a mandatory drug-testing program must test for the following five drugs:

- Amphetamines
- Cocaine
- Marijuana
- Opiates
- Phencyclidine (PCP)

Voluntary programs may test for as many drugs as they like, typically such programs test for more than the minimum of five.

Four Times most employers test for substance abuse:

- Pre-employment
- Reasonable Suspicion
- Random
- Post Accident

What about alcohol?

Many employers now test for alcohol as well as other drugs; the cut off level according to the D.O.T. is 0.04%!

So, while it can be difficult to know for certain whether or not an employee is under the influence of a controlled substance, it is possible, in a general way, to say that there are certain signs and symptoms that MAY indicate substance abuse.

Here are a few of them:

- **EYES**: Blood Shot: constricted; dilated; pupils different sizes
- **SPEECH**: Slurred; Incoherent; Rapid; Loud; Soft
- **HEART RATE**: Slow; Fast
- **OTHER SIGNS**: Wobbly walk: Jittery; Sleepy: Nervous; Paranoid

Some drugs are controlled substances and some are not. Of those that are controlled substances, some are used or obtained legally and some are used or obtained illegally.

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