Drugs & Alcohol

Hazard Recognition

FOR EMPLOYEES
Drug and alcohol abuse ranks as one of the major health problems in our society today, as well as one of the highest contributing factors in workplace accidents/fatalities.

The use of drugs and alcohol at or before work results in a lack of performance, creates a safety hazard, and conflicts with maintaining an efficient company atmosphere. This kind of behavior is not permitted while working on the job.

Industry workers are in a category ranking highest in drug and alcohol abuse.

The use, sale, purchase, transfer, or possession of alcoholic beverages, illegal drugs (including, but not limited to narcotics, amphetamines, barbiturates, tranquilizers, hallucinogens, cocaine, and marijuana), and drug paraphernalia by an employee while on duty, on company property, in company vehicles, or while performing company business is prohibited.

Likewise, impairment caused by the use or misuse of legal drugs by an employee while under the same circumstances is prohibited. Employees should clear it with a supervisor before taking any prescription medication which might impair mental or physical functions. That employee must also have a valid prescription for that medication.

The use of alcohol, illegal drugs, prescription drugs, and even over-the-counter medications can affect decision-making abilities and motor skills.

These are probably not the desired results.
How can these behaviors affect your work environment?

- impaired eye-hand coordination
- lapses in attention
- BIZARRE MOVEMENTS
  - An "under the influence" co-worker becomes a hazard to the entire crew.
  - distorted visual and depth perception
- HOSTILITY
  - reduced alertness
  - mood swings
  - impaired memory
- unsteadiness
- overreacting

Others must carry the weight of drug/alcohol abusers on the job.

INABILITY TO FOCUS OR CONCENTRATE

- violent reaction to sudden noise

CoNfUsIoN

- These are risky behaviors for those operating machinery.
  - impatient and impulsive behaviors
  - drowsiness
  - excessive physical fatigue

Are you confident working alongside a drug/alcohol abuser on the job?

- slow reaction time
- time/distance distortion

DEPRESSED MOTOR SKILLS

D/A abuse impairs decision-making and physical abilities, resulting in a deadly concoction when on the job.
The cost of mistakes caused by overconfidence increases dramatically when drugs and/or alcohol are involved.

Q: Who is at risk in a workplace situation where overconfidence is coupled with substance abuse?

A: 

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Estimates place the employers’ cost of workplace drug use of both legal and illicit substances at $81 billion per year, not including the hidden costs. Seventy percent of people using illegal substances are employed, and many carry over their illegal drug use into the workplace.

Q: How does excessive absenteeism due to substance abuse affect the employer and all employees?

A: ____________________________

______________________________
Supervisors are responsible to:

**OBSERVE**
Be alert to changes in employee’s usual appearance, behavior, personality, or work patterns.

**DOCUMENT**

**INTERVENE**
The use of alcohol or drugs in the workplace is generally grounds for disciplinary action.

Employees are responsible to:

**FOLLOW COMPANY DRUG POLICY**
Failure to do so can cost you your job. It can cost you your life!

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Fill in the blanks with words from below.

Never feel that you are _________ a coworker’s _____. This is the biggest reason that employees withhold their ____________, and this is a ___________ mistake. By not telling someone, you are ____________ to the _______________ that an accident will occur.

Reporting your suspicions could also _______ the addict to seek ______________.

**contributing force suspicions deadly job treatment likelihood risking**
Workplace drug testing is now common for many employers in order to lessen the impact from drug abuse, including, lowering their risk for negligence lawsuits.

**Q:** If an employee high on cocaine stumbles and falls, injuring a co-worker in the process, who could be sued?

**A:**

Keeping a drug-free work environment is an employer’s right and employees’ rightful expectation.
Q: List 3 hazards to employees caused by under the influence coworkers.  
A: 

- A person who is legally intoxicated is 6 times more likely to have an accident than a sober person.
- High doses of meth can cause psychosis resembling schizophrenia.
- Impairment in coordination and judgment can be objectively measured in as little as two drinks.
- Contrary to many people’s beliefs, marijuana is a harmful drug, especially since the potency of the marijuana now available has increased more than 275% over the last decade.
- Marijuana smoking has a long-term effect on performance.
- Of all illegal drugs, heroin is responsible for the greatest number of deaths.
- The number of cocaine overdose deaths has tripled in the last four years.

If you’re needing a new high in life, get a better hobby than drugs.

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