



Working Sober! **Insights into Substance Abuse** *Transcript*

Understanding Substance Abuse and Addiction in the Workplace

Drugs and Alcohol in the workplace is a rising concern. With an estimated seventy seven percent of illegal drug use occurring with people who are employed, the an employee drug and alcohol abuse policy is important. The estimated three hundred sixty six billion dollar a year impact is well worth each and every employee's focus and attention.

A Drug-Free workplace policy aims to send a clear message to employees that drug and alcohol use in the workplace is prohibited, while also encouraging employees who do have a problem to voluntarily seek help.

These policies exist to not only protect the health and safety of all employees, but to also safeguard its employees from theft, destruction of property, protection of trade secrets, maintaining product quality, and to comply with applicable laws.

While polices are a major part of employee's safety, the cost and impact of substance abuse and addiction is important to also pay close attention to.

Drug and alcohol abuse in the workplace can impact employee health, productivity, decision-making, morale, security and safety both on and off the job. Spotting signs of potential issues in the workplace is key to enforcing a policy.

Signs of employees who may be abusing illegal drugs may be shown in performance issues from absenteeism to workplace accidents, and also may include mental health issues. These employees tend to also see issues at home from emotional to financial strain and also may experience physical impacts to their overall health.

With over forty seven percent of industrial injuries being directly related to alcohol abuse or alcoholism, an employee workplace policy and procedure is needed to ensure you and your co-worker's safety and wellbeing is a priority.