

Employee Training

Working Partners for an Alcohol
and Drug-Free Workplace



MISSISSIPPI STATE
UNIVERSITY™

Department of Human
Resources Management

Employee Training Outline

- Objectives of training
- Overview of Drug-Free Workplace Policy
- Impact of substance abuse in the workplace
- Ways that people use alcohol and other drugs
- Understanding addiction
- Signs and symptoms of substance abuse
- Family and co-worker impact
- Assistance
- Confidentiality
- Specific drugs of abuse



Objectives of Training

At the end of the training, employees should be familiar with the Drug-Free Workplace Policy and aware of the dangers of alcohol and drug abuse. Employees should understand:

- The requirements of the Drug-Free Workplace Policy
- The prevalence of alcohol and drug abuse and its impact on the workplace
- How to recognize the link between poor performance and alcohol and/or drug abuse
- The progression of the disease of alcohol and drug addiction
- What types of assistance may be available



Overview of Drug-Free Workplace Policy – University Policy HRM 60.118

The Drug-Free Workplace Policy accomplishes two major things:

- Sends a clear message that the use of alcohol and drugs in the workplace is prohibited
- Encourages employees who have problems with alcohol and other drugs to voluntarily seek help



The Drug-Free Workplace Policy exists to:

- Protect the health and safety of all employees, customers, and the public
- Safeguard employer assets from theft and destruction
- Protect trade secrets
- Maintain product quality and company integrity and reputation
- Comply with the Drug-Free Workplace Act of 1988 or any other applicable laws



The Drug-Free Workplace Policy answers the following questions:

- What is the purpose of the policy and program?
- Who is covered by the policy?
- When does the policy apply?
- What behavior is prohibited?
- Are employees required to notify supervisors of drug-related convictions?
- Does the policy include searches?
- Does the program include drug testing?



- What are the consequences for violating the policy?
- Are there Return-to-Work agreements?
- What types of assistance is available to employees needing help?
- How is employee confidentiality protected?
- Who is responsible for enforcing the policy?
- How is the policy communicated to employees?



Impact of Substance Abuse in the Workplace

- Employee health
- Productivity
- Decision making
- Safety
- Employee morale
- Security
- Organizational image and community relations



Ways that People use Alcohol and Other Drugs

- Experimentation
- Social/Recreational
- As a stress reliever



Abuse: Using a substance to modify or control mood or state of mind in a manner that is illegal or harmful to oneself or others. Potential consequences of abuse include:

- Accidents or injuries
- Blackouts
- Legal problems
- Poor job performance
- Family problems



Addiction:

The irresistible compulsion to use alcohol and other drugs despite adverse consequences. It is characterized by repeated failures to control use, increased tolerance and increased disruption in the family



Understanding Addiction

For one in ten people, abuse leads to addiction. Addiction to alcohol and other drugs is:

- Chronic
- Progressive
- Primary
- Terminal
- Characterized by denial



Risk of addiction:

- Addiction is a family disease
- Prior abuse of alcohol and other drugs
- Other contributing factors



Sign and Symptoms of Substance Abuse

Abuse of alcohol and other drugs affects people:

- Emotionally
- Behaviorally
- Physically



Emotional effects of substance abuse:

- Aggression
- Burnout
- Anxiety
- Depression
- Paranoia
- Denial



Behavioral effects of substance abuse:

- Slow reaction time
- Impaired coordination
- Slowed or slurred speech
- Irritability
- Excessive talking
- Inability to sit still
- Limited attention span
- Poor motivation or lack of energy



Physical effects of substance abuse:

- Weight loss
- Sweating
- Chills
- Smell of alcohol



Family and Co-Worker Impact

Enabling:

Action that someone take that protects the person with the problem from the consequences of his/her actions.

Unfortunately, enabling actually helps the person to NOT deal with the problem.



Enabling

Examples of enabling:

- Covering up
- Rationalizing
- Withdrawing/Avoiding
- Blaming
- Controlling
- Threatening



Examples of traps family members and co-workers may fall into:

- Sympathy
- Excuses
- Apology
- Diversions
- Innocence
- Anger
- Pity
- Tears



Assistance

Things to remember:

- Difficulty performing on the job can sometimes be caused by unrecognized personal problems – including addiction to alcohol and other drugs
- Help is available
- Although a supervisor may suspect that an employee's performance is poor because of underlying personal problems, it is up to the employee to decide whether or not that is the case



- It is the employee's responsibility to decide whether or not to seek help
- Addiction is treatable and reversible
- An employee's decision to seek help is a private one and will not be made public



Help may be available from:

- Community hotlines
- Self-help groups such as Alcoholics Anonymous, Narcotics Anonymous, Al-Anon, etc.
- Community mental health centers
- Private therapists or counselors
- Addiction treatment centers



Confidentiality

- Problems will not be made public
- Conversations with a referral agent are private and will be protected
- All information related to performance issues will be maintained in his/her personnel file



- Information about referral to treatment, however, will be kept separately
- Information about treatment for addiction or mental illness is not a matter of public record and cannot be shared without a signed release from the employee
- If an employee chooses to tell co-workers about his/her private concerns, that is his/her decision
- When an employee tells his/her supervisor something in confidence, supervisors are obligated to protect that disclosure



There are some limits on confidentiality that may require:

- Disclosure of child abuse, elder abuse and serious threats of homicide or suicide as dictated by state law
- Reporting the results of assessment and evaluation following a positive drug test
- Verifying medical information to authorize release time or satisfy fitness-for-duty concerns
- Revealing medical information to the insurance company in order to qualify for coverage under a benefits plan



Specific Drugs of Abuse

- Alcohol
- Marijuana
- Inhalants
- Cocaine
- Stimulants/Depressants
- Hallucinogens
- Narcotics
- Designer Drugs



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