



SAFETY TALK

Dealing with substance abuse in the workplace

Worker impairment and hazards related to drug and alcohol abuse can be present at any construction site.

Workers need to be aware of the impact these substances can have on their performance and their impact on workplace safety.

Substance abuse creates hazards to the person impaired, co-workers and others and to equipment.

Companies need to be aware and able to recognize the signs of substance abuse.

Companies need to be proactive by providing education to employees and leaders on the hazards of substance abuse in the workplace, and take action to reduce the hazards that substance abuse presents.

Know the facts

Alcohol and drugs:

- Substance abuse includes the misuse of alcohol, drugs and prescription medications
- Alcohol and drugs impact brain function which impairs perception, coordination and decision making
- Any amount of alcohol or drugs can affect a person's ability to work safely
- Even over-the-counter drugs can impair a person's alertness and reaction time

Impact on the workplace:

- Injuries and fatalities
- Decreased productivity
- Increased insurance costs
- Morale in the workplace

Be aware - know the signs

Behavioral Signs:

- High or low mood
- Appearing anxious
- Appearing dazed or confused
- Isolated or secretive

Physical Signs:

- Slurred speech
- Unsteady on their feet
- Shaky
- Flushing or sweating profusely
- Smelling like alcohol or other drugs
- Slowed reaction time

Signs in the workplace:

- Frequent absences
- Increased sick time
- Sloppy work
- Missing deadlines
- Lack of productivity

Address proactively

Create a policy – establish clear rules, expectations, consequences and supports

Communicate the policy – to your managers, workers and contractors and provide appropriate training

Intervention – encourage your managers to intervene early and often

Support your workers – promote employee health and provide access to support

Be a good role model – always set a good example in the workplace

Don't enable – always address negative behaviors in the workplace

Print and review this talk with your staff, sign off and file for COR™ / SECOR audit purposes.

Date: _____

Performed by: _____

Concerns:

Employee Name:

Supervisor: _____

Location: _____

Corrective Actions:

Employee Signature:
