



THIRD U.S./MEXICO BI-NATIONAL
DRUG DEMAND REDUCTION
CONFERENCE
Phoenix, AZ
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Drug Free Workplaces
A Critical Prevention Component
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Office of Drug and Alcohol Policy and Compliance



KEY MESSAGES

- ❖ Drug and alcohol abuse are a major problem. Its consequences are felt in all segments of society, including the workplace.
- ❖ Employers want to provide their employees with a safe and healthful work environment.

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KEY MESSAGES

- ❖ Drug and alcohol abuse impairs lifestyle, work productivity and shortens life span.
- ❖ Drug and alcohol abuse may destroy normal family life, cause financial difficulties and may lead to spouse and child abuse.
- ❖ Drug and alcohol abuse places an extra burden on friends, coworkers and associates.

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KEY MESSAGES

- ❖ Companies encourage employees having drug or alcohol abuse problems to seek help before work performance is affected. Through the Employee Assistance Program employees can avail themselves of drug and alcohol counseling and rehabilitation.
- ❖ Drug testing is an effective intervention to identify and deter drug users.

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SUBSTANCE ABUSE IN THE WORKPLACE

What Is It?

- ❖ Alcohol
- ❖ Drugs
- ❖ Prescription Drugs



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SUBSTANCE ABUSE IN THE WORKPLACE

Why Does Business Care?

- ❖ Cost to Industry
- ❖ Liability
- ❖ Social Conscience
- ❖ Legislation (United States)



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 **DRUG-FREE WORKPLACE INITIATIVES**

DRUG-FREE WORKPLACE ACT OF 1988

- ❖ Shot heard throughout United States Industry

OMNIBUS TRANSPORTATION EMPLOYEE TESTING ACT OF 1991

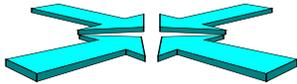
- ❖ Required mandatory testing for safety sensitive transportation workers

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 **PUZZLE PIECES**

Training and Education are used to create an environment that stresses "No tolerance."

- ❖ Supervisory Training
- ❖ Employee Education
- ❖ Employee & Family Communications
- ❖ Hosting



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 **PUZZLE PIECES**

Policies and Procedures which spell out the companies position on alcohol and drug use during working hours.



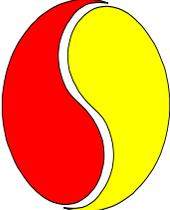
- ❖ Use of alcohol
- ❖ Position on illicit drugs
- ❖ Position on licit drugs
- ❖ Procedures to be followed after a violation
- ❖ Consequences of violation
- ❖ How employees can seek help

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 **PUZZLE PIECES**

The Employee Assistance Program is the companies vehicle for employees and family members to seek help for alcohol and drug problems. It is a proactive program whose goal is education early intervention and follow-up.

- ❖ Job Performance Based
- ❖ Education
- ❖ Prevention Programs
- ❖ Supervisory Training
- ❖ Management Consultation
- ❖ Intervention
- ❖ Short Term Problem Resolution
- ❖ Referral
- ❖ Follow-up



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 **PUZZLE PIECES**

Drug and Alcohol Testing is a safety program that has become an important tool in identifying and deterring substance abuse in the workplace.

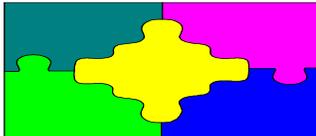
- ❖ Pre-employment Testing
- ❖ Random Testing
- ❖ For Cause Testing
- ❖ Post Accident Testing
- ❖ Return-to-Duty Testing
- ❖ Follow-up Testing



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 **WHEN THE PUZZLE FITS TOGETHER**

IT IS IN BOTH THE EMPLOYERS AND THE EMPLOYEE'S BEST INTEREST TO HAVE A DRUG-FREE WORKPLACE.



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