

Welcome to the Hard Hat Training Series!

Welcome to the Hard Hat Training Series. Today, we will talk about drug and alcohol awareness. Drug and alcohol abuse is a growing issue, affecting many directly and indirectly; it deserves to be appropriately acknowledged and understood. Through this training, we will provide the knowledge, understanding, and resources necessary for preventing, identifying, and responding to drug or alcohol related issues in the workplace.



OSHA®

Substance Abuse and Mental Health Services Administration

SAMHSA

In 2004, the Occupational Safety and Health Administration (OSHA) created the Drug Free Workplace Alliance, an association of more than a dozen organizations. This was based on the law created by United States Department of Labor called the Drug Free Workplace Act of 1988. However, the alliance and act were later concluded in 2008 and 2010, respectively. While OSHA does not currently have policies requiring a drug free workplace, the Division of Workplace Programs (DWP) of the Substance Abuse and Mental Health Services Administration (SAMHSA) strives to have all workplaces become drug-free, starting at the federal level. It supervises programs that implement a drug free atmosphere in a variety of workplaces.



HARD HAT TRAINING SERIES

**SAFETY
PROVISIONS, Inc.**
Copyright Safety Provisions, Inc.



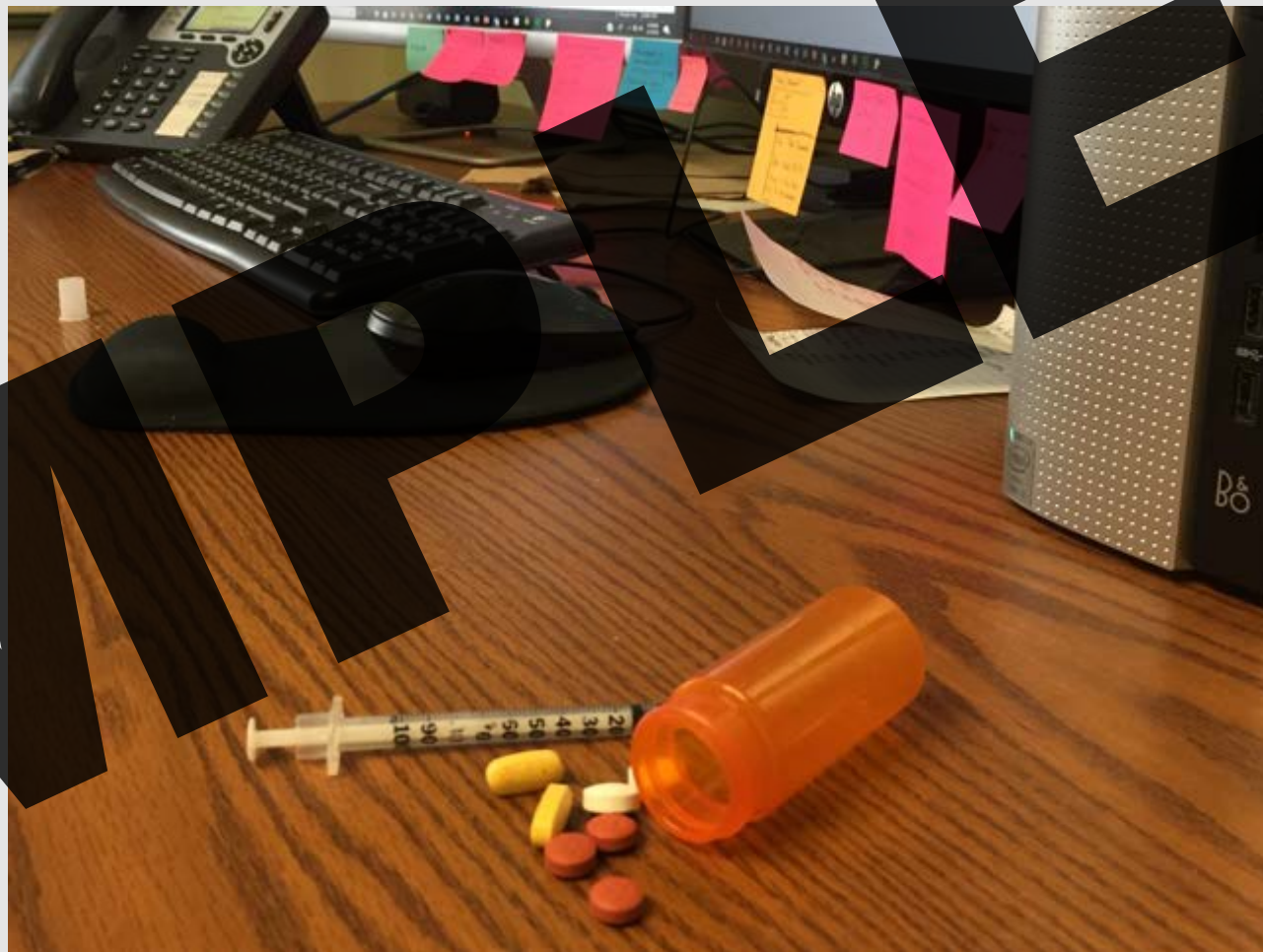
Is there a need to enforce a drug free workplace? The answer is found in the following statistics regarding illicit or prescription drug use and abuse.

- More than 75% of Americans that reported using illicit drugs also reported being employed
- 27 million Americans reported using illicit drugs in the 2014
- About 22 million Americans were qualified as addicted in 2013

(Statistics refer to Americans ages 12 or older)



- 6.5 million Americans reported abusing prescription drugs
- 64,000 Americans died from an illicit drug overdose in the year 2016
- Overdoses from opioids has quadrupled since 1999



Now take a look at a few statistics regarding alcohol use.

- Nearly 14 million Americans abuse alcohol or could be considered alcoholics
- 6.4% of Americans that consumed alcohol in 2014 have alcoholism
- Of those with addictions, 2.6 million people are dependent on both alcohol and drugs





- About 88,000 people die each year from alcohol-related causes
- 24% of American workers reported drinking during the workday at least once during the year
- 35% of employees that had a work related injury were drinkers

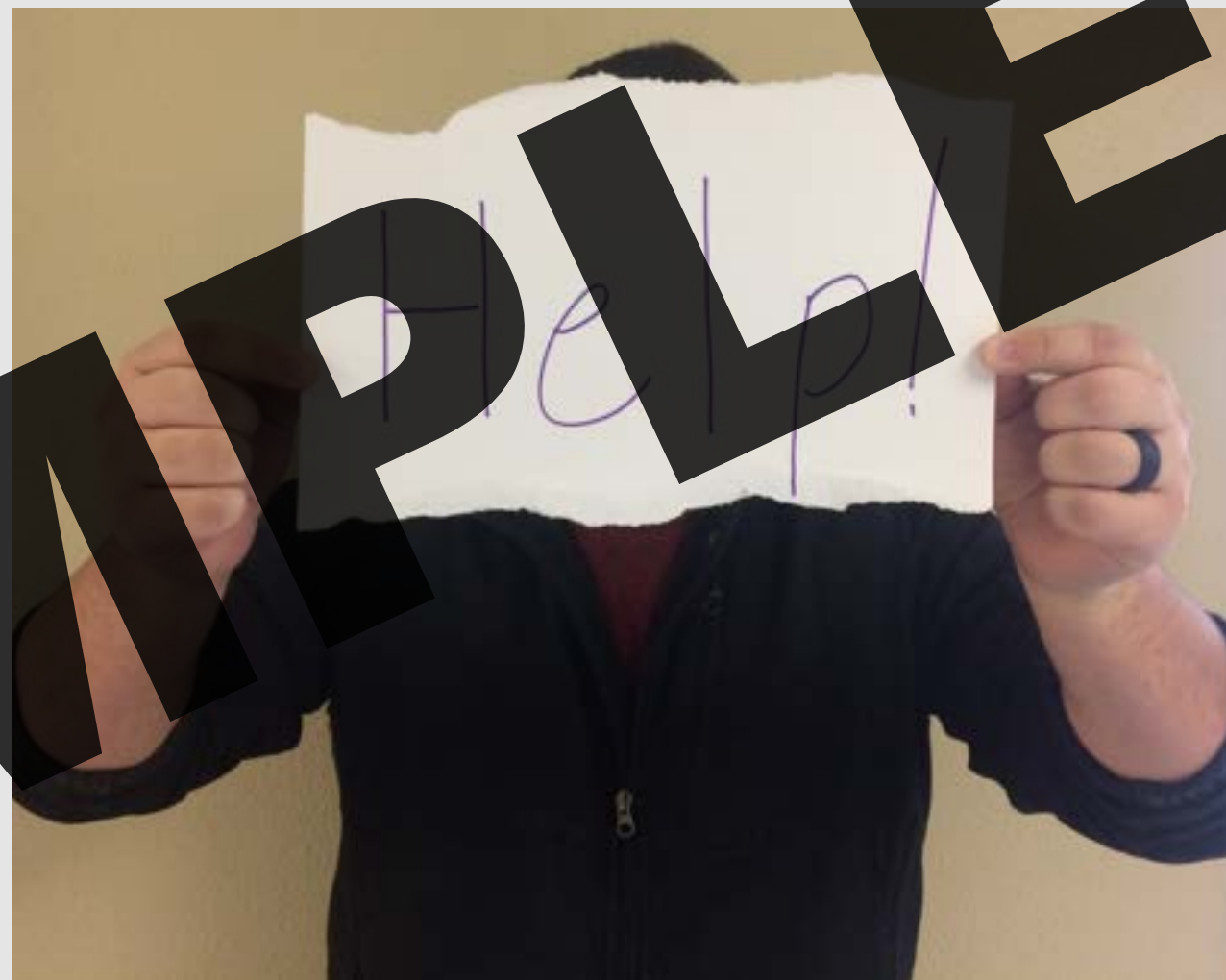
While these statistics address only some aspects of the drug and alcohol abuse epidemic, the enormity of the issue is evident. Unfortunately, these numbers continue to increase each year. However, these are not merely rising numbers, but a representation of a massive group of individuals. They may be the strangers you pass on the street, the employees in your workplace, your friends, or even your family members. Chances are you know someone personally that is now or at some point struggled with substance abuse or an addiction.



There is not just one demographic or type of person subject to drug and alcohol abuse. Due to the complexity and combination of factors that put someone at risk, anyone could fall victim to a substance related addiction or disorder. Often times it could be those you least expect. For that reason this training will help you become familiar with key signs and symptoms that indicate substance abuse.



These indicators include physical, emotional, behavioral, mental, social, and even financial changes. Becoming familiar with these symptoms could help you recognize a struggling coworker or employee, potentially resulting in that person receiving the assistance they need to properly recover. Beyond recovery, you ultimately could help save their life.





There will be a time when you see someone in the workplace exhibiting a combination of these symptoms. Because it may be uncomfortable approaching someone you suspect may be struggling with substance abuse, we will also train you on how to tactfully and appropriately handle this type of situation. We will also clarify the rights of both an employer and the employee.

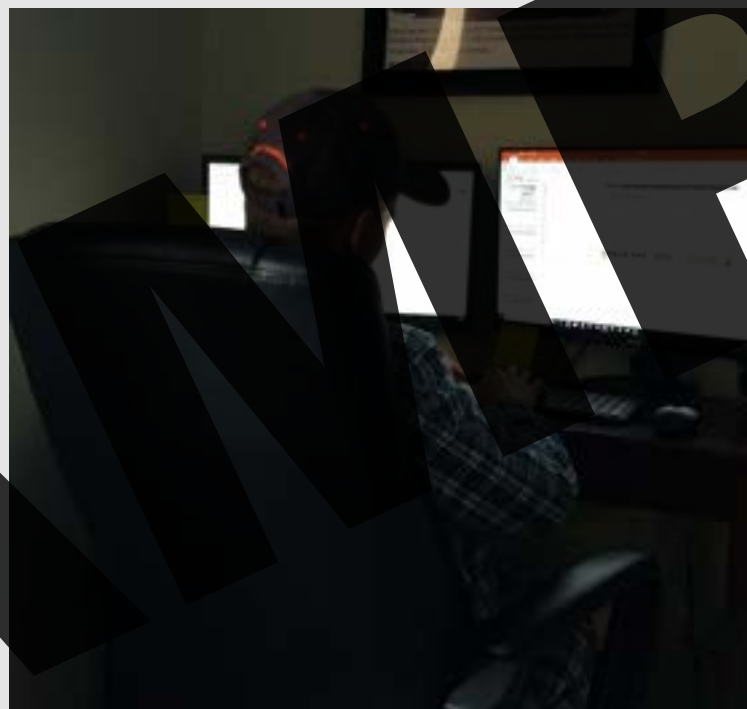


Did you know?

According to the National Survey of Human Resources Professionals, only **one in five** HR professionals said their company dealt with drug addiction issues openly and proactively.

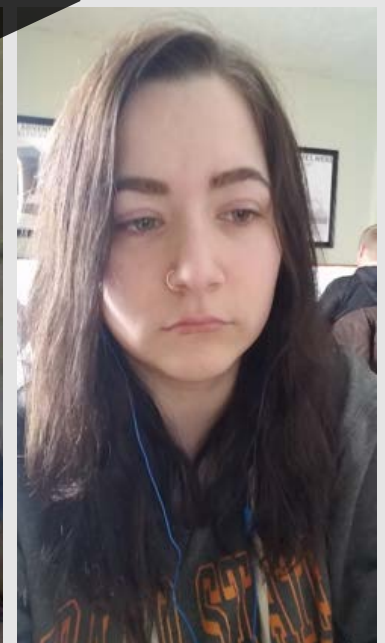
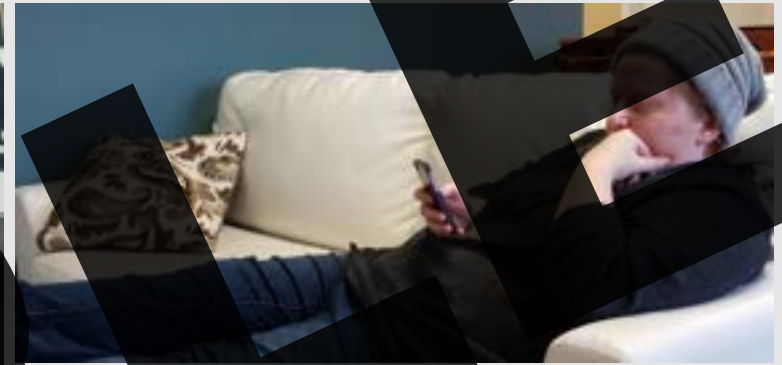


Ideally, every workplace would be drug free. Preventative measures can be taken to lower and possibly eliminate the frequency of drug or alcohol abuse among employees in or out of the workplace. This training will provide the guidance necessary to achieve and maintain a drug free workplace, allowing your company to accomplish its objectives.



Impact

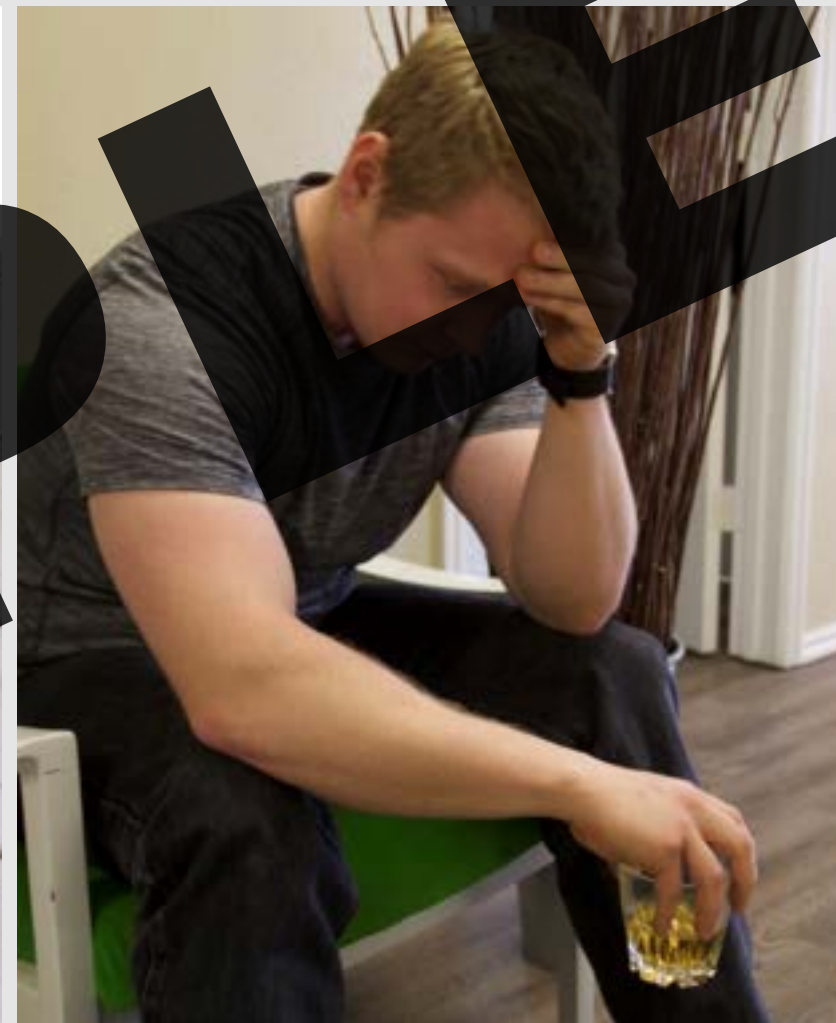
The effects of drug and alcohol abuse do not impact only the user. Its realm of influence ranges from an individual to national scale. Along with personal issues, substance abuse brings legal, criminal, and health problems. Most drug use causes (among many others) absenteeism, drowsiness, low productivity, unreliability, becoming easily distracted, and highly prone to injury or accident.



These pose as an obvious threat to regular workplace activity. As a result of these many side effects, substance abuse costs America **\$249 billion** because of alcohol, and illicit drugs cost America **\$193 billion**.



On a more personal and tangible scale, a person abusing substances directly influence the people in their lives. This could be their family members, friends, or coworkers. It may start subtly at first, but in a very short time the symptoms can go from manageable to tragic.





-- CASE STUDY --

To illustrate this point we will discuss the true story of a man with the pseudonym Bill. Bill was a successful lawyer. He had a loving family, a great job, and an overall normal life. Bill, however, became addicted to drugs. His addiction caused him to struggle for years. He relocated several times to escape drug dealers and triggers. He finally received help and appeared to have overcome his addiction. This unfortunately was not the case.





-- CASE STUDY --

Bill became extremely secretive and absent, hiding his addiction and making it difficult for his family and friends to recognize his continued enslavement to drugs. When he did attend family events, they could not tell he was still battling an addiction. One event he attended was the graduation of his nephew. His nephew recalls Bill acting normal. Three short months later, the news was shared that Bill had died from a drug overdose.



While this is an extreme case, it is not unique to Bill. More than 60,000 people die annually from a drug overdose, and more than 22 million Americans are qualified as having an addiction. These numbers do not include the millions abusing substances. There is a good chance someone you know will abuse substances or develop an addiction. As preparation for the training portion on how to handle such a situation, the next section will cover general information pertaining to drugs and alcohol.



General