



THE EFFECTS OF SUBSTANCE ABUSE IN THE WORKPLACE

Substance Abuse In The Workplace

DIANE Publishing Company

Substance Abuse In The Workplace:

Addiction at Work Hamid Ghodse, 2017-05-15 Drugs and the workplace just don't mix. Yes, most users of illicit drugs are employed adults and there's a high correlation between levels of stress, income and alcohol abuse amongst professional and managerial employees. But the risks associated with drug use and abuse in the workplace have been well defined. **Addiction at Work** enables you to understand the background and extent of the problem, the cost of drug abuse to your organization, the role your own organizational culture may have in encouraging drug misuse, the risks associated with dangerous or stressful jobs. There are also chapters to help you understand the symptoms of drug abuse and the potential risks associated with perfectly legal prescription or over-the-counter medicines. The right kind of drug policy can be a significant weapon to fight this problem. So **Addiction at Work** explores your responsibility as an employer and how to design, communicate and implement a policy that is appropriate for your organization. Finally, there are chapters on the tools and techniques open to your organization for tackling the problem head on: ways of addressing problem behaviours, the advantages and disadvantages of drug screening and the ethics associated with this practice, employee assistance programmes and specialist care, and finally the employment law issues around drugs. **Addiction at Work** has been written by some of the world authorities on drug use in the workplace. It is an essential reference for organizations seeking a way through the human, ethical and legal issues and the risk they present to any employer of a social problem that is increasingly impacting employees, whatever their work or the nature of their workplace.

Corporate Responses to Substance Abuse in the Workplace Shahid Alvi, 1992 From Highlights A survey of organizations showed most are using comprehensive EAPs to address substance abuse in the workplace. The majority of respondents believe that their programs are extremely effective. A small proportion of surveyed organizations are currently testing their employees for substance abuse.

Alcoholism and Drug Abuse in the Workplace Walter F. Scanlon, 1991-06-30 Deteriorating job performance resulting from alcohol and drug dependency requires special handling and specific skills. Developing these skills and learning what to do with them are not difficult tasks. Employee assistance program professionals provide such training for key personnel. Focusing on strategic intervention designed to help employees with personal problems that interfere with job performance, Walter Scanlon describes the functions and benefits of employee assistance programs. EAPs discuss their training and consultation objectives and shows how EAPs effectively identify and address such problems. An important EAP goal is to reduce both the incidence of alcohol and drug related problems and the costs associated with them. EAPs target employees whose work performance has deteriorated because of chemical dependency or other personal problems. Scanlon has divided his discussion of EAPs into seven workable segments: the concept of EAP, EAP history, the history of drug and alcohol use, current drug and alcohol use in the United States, the legal, corporate, societal and individual influences on rehabilitation and EAP, governmental influences including the Drug Free Workplace Act and mandatory drug screening and cost considerations.

including the trend toward managed health care

Substance Abuse in the Workplace Reginald Campbell,R. Everett Langford,2014-07-22 Substance Abuse in the Workplace makes a valuable contribution to the national movement to help stem the tide of drug abuse The book begins with the history of substance abuse continues with a discussion of how the human body functions normally or under the influence of chemicals and follows with a toxicological description of the more common ch

Alcohol, Drugs and the U. S. Workplace James W. Price (Occupational medicine specialist),2014 Substance abusers exert a significant cost burden for employers Evidence is mounting that worker substance abuse may have its greatest impact on productivity losses including increased absenteeism and short term disability higher turnover and suboptimal performance at work Full time workers that reported using illicit drugs or abusing prescribed drugs were more likely to report missing two or more workdays in the past month due to illness or injury and were more likely to have skipped one or more days of work in the past month But what does one do to address this situation The response is simple if a worker presents himself acutely intoxicated but how does one handle off duty or chronic use of potentially impairing substances that may or may not affect job performance and safety This work reviews the regulatory issues surrounding substance use in the workplace as well as drug and alcohol testing The text examines the main substances of concern and discusses the literature related to disease based and patient based research considering workplace safety The monograph ends by describing the evaluation of potentially impaired employees and how to gain objective evidence of their ability to function safely and also how to direct troubled employees toward helpful programs

Workplaces Without Alcohol and Other Drugs DIANE Publishing Company,1995-07 Should be required reading for those concerned about substance abuse in the workplace Offers suggestions to executives supervisors employee representatives and workers on ways they can contribute to ridding the workplace of substance abuse Examples of effective workplace substance abuse policies and employee assistance programs EAPs are included as are the names and phone numbers of resources that can assist in achieving workplaces free from substance abuse

Substance Abuse in the Workplace ,1987

An Analysis of Worker Drug Use and Workplace Policies and Programs John Patrick Hoffmann,Cindy Larison,Allen Sanderson,1997

An Employer's Guide to Dealing with Substance Abuse ,1990

Complete Handbook for Combating Substance Abuse in the Workplace William F. Banta,Forest S. Tennant,1989

Investigation of Substance Abuse in the Workplace Peyton B. Schur,James F. Broder,1990 Details a program for detailing with substance abuse while preserving employees rights These guidelines allow for identification and discipline of employee involved without incurring abuses which could lead of wrongful discharge litigation

Substance Abuse in the Workplace ,1990

Substance Abuse in the Workplace Raymond L. Hogler,1987

Drug Testing in the Workplace S. Macdonald,P. Roman,2012-12-06 Previous volumes have been well received and the present work should be no exception In a field where advances contribute to the widening gap between clinician and researchers this volume serves to close that distance Alcoholism Clinical and Experimental Research from a review of a

previous volume **Workplace Drug Abuse and AIDS** Donald Klingner,Nancy G. O'Neill,1991-05-30 Throughout the 1980s the issue of substance abuse testing became increasingly important to employers And now the growing problem of AIDS and its impact on the workplace provides a related area of concern In this work Donald Klingner tells human resource professionals what they need to know about both these topics The book carefully details the effects these problems have on employers and provides specific recommendations for human resource management policy and practice which can reduce the employer's costs and legal liability risks while preserving employee rights Following a general introduction that lays the foundation for the discussion the book is divided into two main sections The first addresses the intricacies of substance abuse and testing presenting six chapters that survey substance abuse in the workplace substance abuse testing techniques substance abuse testing and the law personnel policies and practices employee assistance programs and working with employees and unions The second section covers the issue of AIDS and AIDS testing through four chapters AIDS in the workplace AIDS testing techniques AIDS testing and the law and personnel policies and practices A concluding chapter provides a summary of both areas This work will be a valuable reference tool for public and private sector managers supervisors managers trainers and personnel specialists responsible for developing or implementing substance abuse or AIDS policy and practice Public college and university libraries will also find it a timely addition to their collections

Alcohol and Drug Abuse in the Workplace ,2015 Substance misuse and abuse in the workplace has been linked to workplace absenteeism productivity loss on the job accidents and injuries sick leave and health benefits claims workplace violence and harassment increased legal exposure and more Yet despite these serious concerns substance misuse in the workplace is often misunderstood leading to poor management and the potential for further exacerbation of both personal and organizational issues The Conference Board has undertaken a research study to learn more about this issue During the course of the study our researchers examined the perceived impact of substance use on a number of key workplace indicators e g job performance customer satisfaction turnover legal liabilities accidents and injuries sick leave and benefits costs grievances and arbitrations and violence bullying and harassment the extent to which employers understand substance abuse and see it as important workplace issue and the extent to which employers have taken steps within their organization e g policies practices to mitigate its impact

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Langford,2014-07-22 Substance Abuse in the Workplace makes a valuable contribution to the national movement to help stem the tide of drug abuse The book begins with the history of substance abuse continues with a discussion of how the human body functions normally or under the influence of chemicals and follows with a toxicological description of the more common ch **Alcohol, Drugs and the U. S. Workplace** James W. Price (Occupational medicine specialist),2014-05-21 Substance abusers exert a significant cost burden for employers Evidence is mounting that worker substance abuse may have its greatest impact on productivity losses including increased absenteeism and short term disability higher turnover and

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