



## DRUG, ALCOHOL AND SUBSTANCE ABUSE - SUPERVISORS

OSHA Drug, Alcohol and Substance Abuse-Supervisors  
Course: Hours Instruction  
Hours: Class Room  
Hours: Field Instruction

Regulation:  
Prerequisites: NA  
Fee:  
CE Credits:

Alcohol abuse and the use of illegal drugs has become a major problem in the workplace. Substance abuse not only hinders an employee's ability to perform their job duties safely, accurately and efficiently, but in addition may lead to serious consequences. According to the Department of Labor, nearly three quarters of those who use illegal drugs also work and one in every ten people in the U.S. has an alcohol problem.

When people who abuse drugs and alcohol come to work, they bring with them their substance abuse problems: an accident waiting to happen. They may even use various substances while at work or during lunch or other breaks. Alcohol and drug abuse affects not only the employee but everyone around them. Workplace drug and alcohol abuse is a very serious problem for everyone.

The national Institute on Drug Abuse has found that 23.5 million people will need treatment for a substance abuse problem. Millions of people each day are struggling with addiction to alcohol, drugs, and prescription medication. These struggles may become violent both physically and emotionally. It's vital that management understand the magnitude of substance abuse in the workplace and learn how to identify impaired or under-the-influence employees. Employers must be able to effectively identify potential incidents before they occur because drug and alcohol abuse impacts safety, productivity and the cost of doing business.

According to OSHA, 65% of workplace accidents are caused by substance abuse, and employees that abuse drugs file six times more workers' comp claims. Substance abusers use health benefits approximately 84% greater in dollar terms and they record 16 times more work absences (US Dept. of Labor).

Because substance abuse may hinder an employee's ability to safely perform job duties and compromise job performance, it becomes a supervisory concern with possible consequences for everyone in the workplace. Understanding what to do in the event of substance abuse in the workplace is very important. Become more aware of who is affected by this abuse, how to recognize alcohol and commonly abused drugs, and how to report abusers.

This course provides information on the effects of substance abuse on health, safety, lifestyle and the safety of those under supervision as it raises your awareness of the potential problems of drug and alcohol abuse.

# UNITED SAFETY SOLUTIONS

P: 715.254.0638  
F: 715.254.0630



826 Bloom Rd  
Eagle River, WI 54521

## **Who Should Take This Course:**

Supervisors, management and employees will gain an understanding of the adverse consequences associated with potential legal risks that can arise when an employer confronts a substance abuser.

## **Course Objectives:**

This safety course will educate supervisors on the consequences of substance abuse as well as the signs and symptoms of alcohol abuse, alcoholism and drug use in the workplace, the effects of drugs and the signs of drug use as we:

- Review federal and state drug laws
- Identify physical and behavioral changes brought on by drug use
- Study the consequences of drug use
- Discover the impact of substance abuse on the workplace
- Understand the importance of a drug free workplace
- Management responsibilities
- Substance abuse indicators
- Employee Assistance Programs (EAPs) Handling incidents
- Enabling behaviors and traps
- Intervention and referral
- Recognize the danger of alcohol and drugs, and how it can get out of control.
- Terminology re: substance abuse
- The effect of different drugs on the central nervous system, including depressants and stimulants.
- The increased risk of accident while under the influence at the workplace.

## **Course Topics Include, but is not limited to:**

- Introduction to DOT Drug and Alcohol Training
- Alcohol Awareness - Alcohol Abuse
- Drugs of Abuse - (Marijuana - Ecstasy - Methamphetamine and Crystal Methamphetamine)
- Drugs of Abuse - Hallucinogens
- Drugs of Abuse - Stimulants (Steroids)
- Drugs of Abuse - Depression
- Drugs of Abuse - Analgesics
- Predatory Drugs
- Common Indicators of Abuse
- Policy, Procedures, Personnel
- Drug Testing
- A Drug Free Workplace
- Is Someone Out there in Trouble?
- Different substances and their effect on the body
- Review of drug and alcohol policies

# UNITED SAFETY SOLUTIONS

P: 715.254.0638  
F: 715.254.0630



826 Bloom Rd  
Eagle River, WI 54521

- Methods for detecting and identifying drug and alcohol abuse
- Situations most likely to lead to other complicated problems
- Practical steps for addressing actual drug- and alcohol-related situations

## **United Safety Solutions Course Covers:**

Drug, Alcohol and Substance Abuse Training for Supervisors Safety Course offers knowledge of commonly abused illicit drugs and the effects they have on the abuser. By taking this course and completing it successfully, you will be able to:

- Recognize indicators of alcohol and substance abuse
- Be aware that everyone is affected by alcohol and substance abuse when used in the workplace
- Report findings of abuse to supervisors
- Define, Identify and Understand Workplace Substance Abuse
- Understand the Legal Obligations to the Employer Including Substance Abuse Awareness In The Workplace
- Prevent Workplace Substance Abuse

## **The student will learn:**

- Employees who are under the influence can be a danger to themselves and others.
- The importance of complying with OSHA approved drug and alcohol policies.
- The major areas needed to comply with the standard, including:
  - Reasons for substance abuse
  - Risk factors
  - Signs of abuse and dependence
  - Recognizing self abuse
  - Recognizing substance abuse in coworkers
  - Impact on employees
  - Drug testing
  - Overcoming substance abuse
- How to handle a situation where you believe a coworker is abusing drugs
- How to best support someone who is recovering from substance abuse problems.
- The devastating effect drugs and alcohol have on lives and workplaces.
- Different Substances and Their Effects

## **Certification:**

Successful completion requires 80% on both classroom and practical skills.

Upon successful completion, participants receive a wallet card, documentation to satisfy OSHA.