

American Drug Testing

Drug-Free Workplace Programs

Volume 1

Issue 81

(843) 747-4111

DRUG-FREE WORKPLACE ADVISOR

AN ONGOING SERIES TO PROTECT YOUR COMPANY BY HELPING TO KEEP DRUGS OUT OF YOUR WORKPLACE.

Components of a Drug-Free Workplace, Part IV

Part IV of a multi-part series.

Employee Assistance Programs

Employee assistance programs are programs, sponsored by the organization or a union, that help employees by identifying and addressing a broad spectrum of health, economic, and social issues, including substance abuse and mental health. An EAP can enhance the work climate of an organization and promote the health and wellbeing of everyone involved.

EAPs usually are multifaceted programs that are designed to help employees with personal problems that affect their job performance.

Though some EAPs concentrate primarily on alcohol and other drug problems, most EAPs address a

“Research shows that the best way to encourage positive change is to involve everyone in understanding and actively supporting the process...”



wide range of employee problems: stress, marital difficulties, financial trouble, and legal problems.

Most EAPs offer a range of services: employee education (onsite or offsite), individual and organizational assessment, counseling, referrals to treatment. EAPs can also train supervisors for your program. Contracting with an EAP has been found to be a cost-effective approach to providing assistance to employees.

There are also free and low-cost ways to provide assis-

tance. To cut costs, some employers use SAMHSA’s helpline • Call SAMHSA’s (1.800.WORKPLACE), partner with other organizations, or rely on community-based, drug-free coalitions. For help with finding local initiatives and coalitions:

- Look in the phonebook, under your city’s name, for entries like “Drug-Free Business Initiative” or “Coalition for Drug-Free Workplaces.”
- Call or write your State or county office for alcohol and drug abuse services, and ask the office if it has a list of groups near your workplace.
- Call or write your local mayor’s office, the police department’s community relations office, or the office of economic development, and ask if the office has a list of coalitions.
- Call or write your chamber of commerce or business or trade association, and ask if it has services to help employers start a drug-free

workplace program.

- Call SAMHSA’s

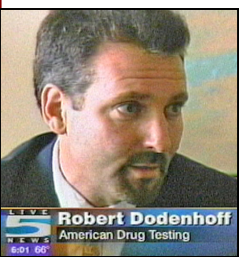


Workplace Helpline at 1.800.WORKPLACE (1.800.967.5752).

Source: SAMHSA (Substance Abuse Mental Health Services Administration) Coming in part V Locating an EAP and Drug Testing.

For more information about the elements in this article—or any drug testing needs—visit us at www.AmericanDrugTesting.net or call 843-747-4111.

The Drug-Free Workplace Advisor is published by



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pany. Let us help you maintain a drug-free workplace. Call (843) 747-4111.

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