



# American Drug Testing

*Drug-Free Workplace Programs*

Volume 1

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(843) 747-4111

## DRUG-FREE WORKPLACE ADVISOR

AN ONGOING SERIES TO PROTECT YOUR COMPANY BY HELPING TO KEEP DRUGS OUT OF YOUR WORK-

### Top 12 Reasons a Drug-Free Workplace Program Goes Bad, 3

#### 10. Safety professionals don't feel they have the expertise to provide training on drug issues.

You don't have to be an expert to educate your workforce about workplace drug abuse and the specifics on your drug-free workplace policy. The U.S. Department of Labor's Working Partners Web site ([www.dol.gov/workingpartners](http://www.dol.gov/workingpartners)) includes supervisor and employee training presentations, tool box talks, facts sheets and supporting materials such as posters and data. American Drug Testing also specializes in this type of training and, if you provide an Employee Assistance Program (EAP) as part of your drug-free workplace program, training is often included in the service. If you don't have an EAP, you may be able to find specialized trainers through the Working Partners Web site's



state resource directory. Keep in mind that even if you use outside trainers, programs should be tailored to educate employees about the specifics of your organization's policy and convey management's commitment to ensuring its effectiveness.

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effectiveness.

#### 11. Management believes offering Employee Assistance Program (EAP) services and treatment are luxuries it can't afford.

Actually, studies show that EAPs save organizations money. They decrease turnover, absenteeism and health care costs (including workers' compensation claims) and increase productivity. They also help prevent drug and alcohol abuse and provide a way to intervene early, before someone gets caught on a drug test. In the event a test does come up positive, EAPs provide an avenue for assessment and referral. They also play a large role in treatment, which has been shown to be effective, allowing many valued, skilled employees to return to work safely and productively. In many cases, it is the EAP who helps the worker

come to terms with the fact that he/she may have a problem and works with him/her to identify the best option for treatment based on insurance, availability, time and personal finances. Some employees have access to EAP services and don't even know it — through insurance companies, which may offer them because they are aware of the savings that add up from a little prevention. It is important to note that EAPs may also minimize an employer's legal vulnerability by demonstrating efforts to support employees.

#### 12. Workers don't trust EAPs. They think they're just a management tool to get rid of problem employees.

It should be reinforced to employees that EAPs are staffed by trained professionals who provide confidential services and work to make workplaces safer and more productive for the benefit of employees and employers alike. It is also important to educate EAP staff about the unique characteristics of each particular workplace. Also, since EAPs help both workers and management, finding the right EAP service provider should be a collaborative task. Once an EAP is implemented, it can be a lifeline for some employees by helping them address personal problems, including but not limited to alcohol and drug abuse, that are interfering at work or home. The main focus of an EAP is prevention, and employees should be reminded through regular communication that the best time to access EAP services is before a problem becomes a job risk. In cases when the EAP involvement comes too late, they still assist through appropriate assessment, referral and follow

up. For additional tips, see the "client area" at [www.AmericanDrugTesting.net](http://www.AmericanDrugTesting.net) or call 843-747-4111.

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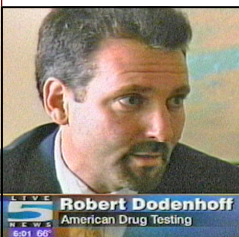


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Source: Working Partners for an Alcohol- and Drug-Free Workplace U.S. Department of Labor [www.dol.gov/workingpartners](http://www.dol.gov/workingpartners)

#### The Drug-Free Workplace Advisor is published by



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