



Alcohol and Substance Abuse. ZERO Tolerance

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Why Is This Important?

Substance abuse can lead to:

- ✓ **Poor judgment and decision-making** – Increases the risk of accidents.
- ✓ **Slower reaction times** – Can be dangerous in high-risk environments.
- ✓ **Lower productivity** – Affects work quality and team efficiency.
- ✓ **Increased absenteeism** – Leads to unreliable performance.
- ✓ **Workplace conflicts** – Can cause tension and unsafe behaviour.

Recognizing the Signs

Some common signs of substance or alcohol abuse include:

- Frequent tardiness or absences
- Mood swings or erratic behaviour
- Bloodshot eyes, slurred speech, or impaired coordination
- Decreased performance or lack of focus
- Smelling of alcohol or other substances

If you notice any of these signs in a coworker, **say something**—it could save a life.

Workplace Policies and Expectations

- ⊘ **Zero-Tolerance Policy** – No drugs or alcohol are allowed at work.
- **Testing Policy** – Workplaces may conduct random or post-incident drug tests.
- 💬 **Reporting Concerns** – If you suspect substance abuse, report it to a supervisor.

How to Stay Safe

- ✓ **Never come to work under the influence** of drugs or alcohol.
- ✓ **Be aware of prescription medications** that may impair performance.
- ✓ **Look out for your coworkers** – speak up if you notice unsafe behaviour.
- ✓ **Know your company's policy** on substance abuse and follow it.

Conclusion

Substance abuse at work is **not just a personal issue—it's a safety issue**. We all have a responsibility to keep ourselves and each other safe. If you or someone you know is struggling, seek help. Your safety and well-being matter!

