



What you leave to others.
More importantly, what will you leave *within* others?
Give them a *Legacy of Hope*.

What Can Your Company Do About Costly Alcohol Problems?

Problem drinking, including alcoholism, can strike anyone, even your most valued employees. Alcohol costs borne by business are frequently hidden, showing up in more expensive emergency room visits and more missed work days. Alcohol problems reduce the productivity of workers and increase health care costs.

The Alcohol Cost Calculator for Business, developed by [Ensuring Solutions](#)¹, will help you estimate the cost of alcohol problems to your business and the wide-ranging effects they have on your employees' health and well-being. The Calculator also suggests ways you can reduce costs while addressing your employees' needs.

To find out how much problem drinking costs your business, choose your industry, type your total number of employees, and choose your primary State of business.

<http://www.alcoholcostcalculator.org/business/>

The Costs of Alcohol Abuse

The cost to society and business of alcohol and substance abuse is staggering.

http://alcoholism.about.com/od/cost/The_Costs_of_Alcohol_Abuse.htm

Action Steps

The best contacts and resources to help you get it done

Establish a clear employee drug policy

The first step in combating drug and alcohol abuse in the workplace is to create clear policies. For the best results, your policies should include clear consequences for violation and should offer help to those who need it. You'll also have to make sure your drug-free workplace policies conform to local laws.

I recommend: Use the U.S. Department of Labor's [Drug-Free Workplace Policy Builder](#) to create your basic policy, or create a more customized employee drug policy with Drug-Free Workplace's [Create-A-Policy](#). Review the U.S. Department of Labor's [clickable map](#) to check laws for your state before you implement your employee drug policy and have your attorney provide the final approval for your policy.

Provide substance abuse awareness for your employees

Providing education to your employees goes a long way to preventing drug abuse in the workplace. A substance abuse awareness program can help them understand the personal costs of drug abuse, as well as the cost to their own jobs.

I recommend: Download a full suite of training materials from the [U.S. Department of Labor](#). Get fact-based brochures about the dangers of drug abuse from [The American Council for Drug Education](#). The [National Institute of Alcohol Abuse and Alcoholism](#) provides pamphlets in both English and Spanish addressing alcohol abuse in the workplace.

Implement drug testing selectively as part of your substance abuse intervention

While universal or random drug testing have the potential to reduce drug-related accidents, they can also create low employee morale and suspicion of management. With a more selective policy, such as mandatory testing when an accident occurs or when you see signs of intoxication, drug abuse goes down while employee morale stays up.

I recommend: Open a [corporate account](#) at TestCountry and get volume discounts for [alcohol and drug tests](#). Buy non-invasive [oral drug tests](#) from Drug Alcohol Test.

Offer substance abuse intervention to your employees

Many drug or alcohol abusers know they need help, but they are afraid of losing their jobs should their employers find out they have a drug problem. Establish an employee assistance program (EAP) for your workplace and help employees get the counseling they need, referring employees to treatment and rehab services when necessary.

I recommend: Get quotes for multiple EAP providers at [EAPQuotes](#). Find an EAP by state at the [EAP Directory](#). If your employee needs rehab, get a referral from [800NoDrugs](#).

Tips and Tactics

Realize that even a positive test for drugs or alcohol doesn't mean your employee has a drug abuse problem; tests are not 100% reliable. Discuss the results with your employee and look for other signs of substance abuse in the workplace before you recommend substance abuse intervention.

http://www.business.com/directory/human_resources/workplace_health_and_safety/substance_abuse/

Alcoholism and the Workplace :

<http://alcoholism.about.com/od/work/l/blnaa44.htm?p=1>