



**We Drug Test!**

Sheridan County's Partnership for a Drug-Free Workplace

## Education - Resources Incentives/Rewards

### Recognizing Substance Use/Abuse in the Workplace

Join us for a free training February 25<sup>th</sup>  
at C-TEL Auditorium at Sheridan College  
8:30-10:30am or 5:30-7:30pm  
Speaker: Louey Williams, DCI Coordinator

The training will address the topic of recognizing substance use or abuse in the workplace. Attendees will learn signs and symptoms of use in the workplace as well as ways to intervene when an employee or co-worker is using.

### Partnership Members

The Partnership for a Drug-Free Workplace proudly recognizes its members:

A&B Buildings and Supplies  
City of Sheridan  
Cloud Peak Initiatives  
KWN Construction  
Northern Wyoming Mental Health Center  
Rio Tinto Energy America  
Society for Human Resource Mgmt. (SHRM)  
Sheridan County Chamber of Commerce  
Sheridan County Prevention Coalition  
Sheridan Memorial Hospital  
The Children's Center  
T&H Construction, Inc.  
Volunteers of America/WYSTAR  
Wyoming Dept. of Workforce Services  
Wyoming Sawmills  
**\*\*Your Business Here\*\***

Thanks for helping maintain Sheridan's safe and positive workplaces!!

### Workplace Fact:

Alcohol is correctly classified as a drug because it alters brain function, cognitive ability, body and brain function.

Alcohol abuse and alcoholism have been linked to 40% of industrial fatalities and 47% of injuries according to the U.S. Department of Labor.

And, in 2006, 8.8 percent of those employed full-time were current illicit drug users, and 8.9 percent reported heavy alcohol use.

### Think about your workforce:

The most commonly abused substance in the workplace is alcohol. Can you tell when someone has been drinking?

Please visit the Sheridan County Chamber of Commerce website at:

[www.sheridanwyomingchamber.org](http://www.sheridanwyomingchamber.org)

Other related online resources:

[www.drugfreegillette.org](http://www.drugfreegillette.org) or [www.dol.gov](http://www.dol.gov) - Department of Labor

## 1988 Drug-Free Workplace Act

In 1988, Congress created the Drug-Free Workplace Act to help employers to combat drug abuse. The Act is made up primarily of guidelines for employers to create their own drug-free workplace programs. The Act's original goal was to create a win-win situation for employers and employees where employers gain discounts for maintaining a drug-free workplace and employees enjoy a safer, more productive work environment. The Partnership for a Drug-Free Workplace requirements are in line with and in consideration of the Act, as is the Workers' Compensation Discount Program.

Drug-Free Workplace Act requirements: (in short)

- Employers must publish a statement prohibiting use, distribution, possession, etc. of controlled substances in the workplace as well as the specific actions to be taken when/if an employee violates the policy.
- The employer must provide awareness and education for workforce concerning the drug-free policy, available counseling and treatment, disciplinary action to be taken if policy is violated, and the dangers and/or harms of substance abuse.
- Employees must be told to report controlled substance related arrests within 5 days.
- The employer must notify federal agencies of substance related arrests within 10 days of their notification.
- The employer has 30 days to take disciplinary action against the employee involved concerning arrests or other violations of the policy. Action must be appropriate and may include discharge or treatment recommendation.
- The employer must make a good-faith effort to provide and maintain a drug-free workplace.

### Testing Kits & Other Testing Resources

[www.usscreeningsource.com](http://www.usscreeningsource.com)

[www.uritoxmedicaltesting.com](http://www.uritoxmedicaltesting.com)

[www.onsitedrugtesting.com](http://www.onsitedrugtesting.com)

Substance Abuse and Mental Health Services Administration – Employer Kits for Drug-Free Workplaces [www.samhsa.org](http://www.samhsa.org)

### Wellness Programs:

A great idea for your workplace may be consideration of a whole-employee wellness program. Wellness programs often include drug-free policies, healthy nutrition at work, exercise/fitness awareness and opportunity, and other employee education. Statistics from the U.S. Department of Labor, SAMHSA, the National Drug-Free Workplace Alliance and various other sources all support the idea that a substance-free workplace with a clearly defined policy is safer, more productive, and has less absenteeism, and more utilization of EAPs.

Please visit for policy and wellness assistance: [www.thesafetylibrary.com/sites/wellndrfre](http://www.thesafetylibrary.com/sites/wellndrfre) an inclusive and detailed list of many different wellness and drug-free policy resources for employers and employees.

### Employee Assistance Programs (EAPs)

- Many employers have set up EAPs in an effort to support and aid employees and their families with various problems, including substance abuse.
- EAPs help employees to assess their problem and refer to proper help or treatment.
- Drug-Free policies, the Partnership, and Workers' Comp all require employee education concerning help and treatment available.
- Employees who accept help from an EAP, it is always confidential. No co-worker is told about EAP utilization and no notes are added to worker files.

### ***Think about your workforce:***

- 80% of drug abusers steal from their employer at some point to support their drug use.
- Substance abusers are three times more likely to use medical benefits than other employees.

\*According to the National Drug-Free Workplace Alliance