

Alcohol and Drug Free Workplace Policy

Substance Abuse and the Workplace: A Harmful Combination

The Columbus Consolidated Government is committed to providing a safe, healthy and drug-free working environment and wants to take this opportunity to remind employees about the importance of working drug free for their safety and that of their co-workers.

Some of the potential risks and hazards of workplace alcohol and drug use are obvious, particularly those related to safety. Alcohol and drug use can seriously impair judgment and coordination, which can lead to workplace accidents, injuries and even death. And a person does not need to be an alcoholic or drug addict to create safety hazards. For example, someone who still has alcohol in their bloodstream from drinking before they were on the clock may not be in any condition to work safely. But the problems extend beyond safety. Workplace alcohol and drug use can weaken an organization's ability to operate profitably and productively. It is also associated with lower levels of employee morale—not only that of employees struggling with alcohol or drug problems, but also those who work alongside them.

Key to preventing these problems is for all employees to understand that there is help for those struggling with alcohol and drug problems. If you or a co-worker is struggling to work drug free, help is available. The Columbus Consolidated Government's **Employee Assistance Program** (EAP) provides free, confidential, short-term counseling and referral services as a benefit to employees. Their professionally trained counselors can be reached at **706-649-6500**. For information about other local resources, you may call 211 for help and assistance.

Other Sources of Help for Employees with Substance Abuse Problems

Al-Anon/Alateen

Phone: 1-888-4AL-ANON

www.al-anon.alateen.org. Provides information on the effects of alcohol abuse and refers friends and families of alcohol abusers to nearby support groups.

Alcoholics Anonymous (AA)

www.aa.org

AA offers a way to stop drinking to individuals who feel they have a problem with alcohol.

Cocaine Anonymous

Phone: 1-800-347-8998

www.ca.org

Cocaine Anonymous provides support for people dependent on cocaine and other mind-altering substances.

Focus on Recovery Helpline

Phone: 1-800-234-0420

www.focushealthcare.com

Focus on Recovery is a helpline, which provides support and information for recovering drug addicts through referral to local helplines staffed by other recovering addicts.