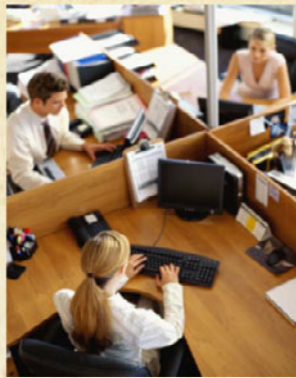


Preventing Drug Use in the Workplace!

An inclusive drug-free workplace policy/programme may be the best means of preventing, detecting, and addressing substance misuse/abuse.

Policies/Programmes should include:

- A **written policy** supported by management and understood by all employees, consistently enforced. The policy its expectations and violations should be clearly understood by all employees and reviewed on a regular basis.
- A prevention program which provides for an **employee drug education component** should be implemented and should not only on the dangers of drug and alcohol use but also on the availability of counseling and treatment services.
- **Training** for managers, front-line supervisors, human resource personnel, medical staff, and others in **identifying and dealing with substance abusers** is essential.
- **Appropriate drug and alcohol testing** component, designed to prevent the hiring of workers who use illegal drugs and—as part of a comprehensive program—provide early identification and referral to treatment for employees with drug or alcohol problems
- A referral system for persons needing an Employee Assistance Programme (949-9559) or Department of Counselling Services (949-8789).



In the workplace, the problem of substance use and abuse becomes your problems. The increased risk of accident, lower productivity, increase insurance costs, and reduce profits. They can cost you your job; they can cost you your life.

Substance use, misuse and abuse affects:

- Your family
- Our youth
- Your relationships
- Our communities
- Your health
- Our Economy

Do you really need any more reasons
NOT to use drugs?



PO Box 10007 Grand Cayman
KY1-1001 CAYMAN ISLANDS
Ph: +1 345 949 9000
Email: info@ndc.ky
Web: www.ndc.ky

Substance Use in the Workplace

*In these economic times it's
important to make wise
decisions....*



CAYMAN ISLANDS WORKPLACE SURVEY 2004 (Lifetime Prevalence)

Ganja (marijuana) was the substance most often identified as having been tried.

A little more than 1 in every 5 respondents indicated having tried marijuana.

Cocaine, including crack cocaine, was tried by about 1 in every 25 persons.

Interestingly about 3% of respondents had tried LSD/PCP but heroin use was very low (less than 1%).



Identify the signs of drug abuse

Substance users/abusers in the workplace can be difficult to identify. But there are some identifying signs that may indicate possible drug and alcohol problems.

Alcohol abusers:

- Find it hard to conceal morning-after hangovers
- Productivity declines
- Anxiety or jumpiness
- Shakiness or trembling
- Sweating
- Nausea and vomiting
- Irritability
- Fatigue
- Loss of appetite
- Headache

Marijuana users may have:

- Persistent cough
- Dilated (large) pupils/ Enlarged eye pupils / Bloodshot eyes / Sleepy appearance
- Reduced motivation
- Grandiosity (acting in a pompous or boastful manner)
- Impaired judgment / Reduced coordination
- Impaired short-term memory
- Inappropriate laughter
- Increased appetite, craving sweets
- Sadness/depressed mood
- Social withdrawal and isolation

Cocaine users may display:

- Increased energy and enthusiasm early in their drug use
- Extreme mood swings and paranoia or delusions
- Bloodshot eyes / Dilated pupils
- Rapid breathing
- Runny nose, frequent sniffing, nose bleeds
- Decreased appetite and
- Changes in motor activity such as tremors



WHY WORRY ABOUT DRUGS AND ALCOHOL IN THE WORKPLACE?

Because the worker next to you may be drunk, high, or hungover.

In the USA More than 70 percent of substance abusers hold jobs; one worker in four, ages 18 to 34, used drugs in the past year; and one worker in three knows of drug sales in the workplace.