

8 Drug and Alcohol Policy questions to help implement or improve your policy



Drugs and Alcohol affect all industries. It's important to know if your company has gaps that a policy can help overcome.

Answering these questions can help identify existing programs, policies, and supports, while also defining gaps and areas for improvement. With that, you can begin crafting a policy or improving the one you have!

Pinpoint your needs with a few important questions.

Does your company have safety-sensitive positions (e.g., vehicle operators, machinery operators, maintenance workers, electrical workers)?

Is the issue of substance abuse in the workplace openly discussed? Are employees concerned or harbouring biases?

Is alcohol served at work functions? What rules and exceptions currently exist for substance use?

What are your current workplace statistics and noticeable trends (e.g., benefit usage, workers' compensation claims, safety incidents, etc.)?

What resources are available for Substance Abuse Experts (SAEs) and substance-use prevention? What are the SAE's qualifications? How much do the resources cost?

Which legislation, regulations, and standards apply to your workplace? What are the recent workplace drug and alcohol legal decisions, trends, and industry practices? Can they provide information on patterns, impacts, or effective solutions?

Are there processes and procedures in place for workplace substance use incidents? Are supervisors and employees aware of them? Have they been trained on their use?

What is the workplace culture around work-life balance? What are the unwritten expectations about health and family needs? Are employees reporting difficulty coping with stress, anxiety, or other health issues?