

Substance Abuse in the Workplace

The true impact of substance abuse in the workplace.

According to the CDC, of the 46 million American adults who experienced a substance use disorder in 2022, more than 30 million were employed. Drug overdoses accounted for 9.7% of all workplace fatalities in 2023.

Workplace drug and alcohol use costs employers an estimated \$81 billion annually—but the true impact is even greater.

Impact of substance abuse in the workplace

- **Productivity:** On-the-job substance use reduces adaptability and creativity, increases disengagement, and heightens the risk of conflict or harassment. Even residual effects—like being hungover—can lead to similar disruptions.
- **Safety:** Substance use is a major factor in workplace accidents and fatalities. It also increases aggressive behavior, chronic health issues, and absenteeism.
- **Motivation and Morale:** Over time, reliance on mood-altering substances can reduce psychological flexibility, making it harder to engage with work and build team connections. It often replaces healthier ways of coping and unwinding.
- **Legal & Compliance Issues:** Violations of workplace policies or federal regulations can lead to lawsuits and fines.

What can you do?

- Need support breaking the habit? Contact the TriHealth Employee Assistance Program at 513 891 1627 for free, confidential counseling.
- Educate yourself and your colleagues about the impact of drug use at work.
- Encourage healthy and supportive ways to manage stress.
- Contact your HR department or visit www.samhsa.gov for confidential support in finding help or resources.



TriHealth EAP®

Help for Managing Life's Challenges & Opportunities

TriHealth EAP is a prepaid benefit available to you as an employee of Sycamore Township to you and your family at no cost, even if you opt out of your employer's health insurance plan. Our confidential services are designed not only to assist you in times of crisis, but also to help you thrive in all aspects of your life.

Sycamore Township employees, their spouses/partners and dependents in the home are eligible for up to 10 confidential counseling sessions per issue with a licensed counselor. Be assured your employer does not receive names or any information about your participation.

- To schedule a confidential appointment, call 513 891 1627 or 1 800 642 9794, or access "Request-a-Counselor" via [TriHealthEAP.com](https://www.trihealtheap.com)
- To speak with a licensed clinician for urgent situations any time 24/7, call 1 800 642 9794.

Employees and their families also may access the following service through [TriHealthEAP.com](https://www.trihealtheap.com):

Ask-A-Counselor

Option to submit questions online and receive confidential, encrypted answers within two business days.

TriHealth EAP WorkLife Services | Password: sycamore

- Collection of articles and links on multiple topics related to health and well-being
- Free, 30-minute sessions with a financial professional to assist with budgeting, debt management, credit report issues, bankruptcy prevention and more.
- Referrals to local attorneys for a free, 30-minute consultation and, in most cases, a significant discount if you choose to hire that attorney.

Excelling at Work & Life Training Series

Webinars to equip participants with skills that elevate their ability to thrive personally and professionally. Offered at no cost for employees and their family members through the TriHealth EAP benefit. Topics and registration information for upcoming webinars available on [TriHealthEAP.com](https://www.trihealtheap.com).

Archived Trainings | Password: concernweb

Previously recorded training can be accessed on [TriHealthEAP.com](https://www.trihealtheap.com).

EAP offers support for many aspects of life:

Stress Management
Crisis Support
Resiliency Development
Work & Family Balance
Relationships
Career Concerns & Exploration
Emotional Health
Grief & Loss
Addictions
Financial Counseling

EAP serves our clients through multiple ways:

Telehealth Video-Counseling Sessions
Telephonic Counseling
In-Person Sessions
On-Site, Video-Conference & Recorded Training



Drug Free Workplace Policy

A. Sycamore Township shall maintain a safe and productive workplace; free of drugs and free of those individuals who use drugs.

1. The unlawful manufacture, distribution, the act of dispensing, possession, or use of a controlled substance by any employee which takes place in whole or in part in the workplace is strictly prohibited, and will result in criminal prosecution and employee discipline which may include discharge from employment.

2. Any employee convicted of any federal or state criminal drug statute must notify the Township Administrator of that fact within five (5) calendar days of the conviction.

3. Any employee who reports for duty in an altered or impaired condition, which is the result of the illegal use of controlled substances, will be subject to disciplinary action. Any decision to take disciplinary action may be held in abeyance pending the completion by the employee of a drug rehabilitation program.

4. Any employee convicted of a drug offense who fails to report the conviction as required by the above will be:

a. Terminated from employment.

b. Held civilly liable for any loss of federal funds resulting from the failure to report the conviction.

Drug Free Workplace Notice

Sycamore Township supports the Drug Free Workplace Act of 1988.

Consequently, any unlawful manufacture, distribution, dispensation, possession, or use of controlled substances on these premises by employees is strictly prohibited, and violators will be subject to corrective action and criminal prosecution.

This policy is to be regarded as a condition of employment. Any employee convicted of a work-related drug offense must notify the Township Administrator no later than five (5) calendar days after conviction.