



ELITE
..... **HR TEAM**

Substance Abuse Is a Safety and Health Hazard

Do you recognize these signs of abuse in yourself or others?

	Yes	No
✓ Frequent work absences and late arrivals	<input type="checkbox"/>	<input type="checkbox"/>
✓ Poor concentration and coordination	<input type="checkbox"/>	<input type="checkbox"/>
✓ Slow mental and physical reflexes	<input type="checkbox"/>	<input type="checkbox"/>
✓ Restlessness, nervousness, paranoia	<input type="checkbox"/>	<input type="checkbox"/>
✓ Argumentative, defensive, and/or blaming others for problems	<input type="checkbox"/>	<input type="checkbox"/>
✓ Letting responsibilities slide	<input type="checkbox"/>	<input type="checkbox"/>
✓ Impaired judgment and decision making	<input type="checkbox"/>	<input type="checkbox"/>
✓ Mood swings	<input type="checkbox"/>	<input type="checkbox"/>
✓ Revved-up movements and speech	<input type="checkbox"/>	<input type="checkbox"/>
✓ Forgetfulness	<input type="checkbox"/>	<input type="checkbox"/>
✓ Loss of interest in and lack of responsibility for work	<input type="checkbox"/>	<input type="checkbox"/>
✓ Pushing beyond physical capacity	<input type="checkbox"/>	<input type="checkbox"/>
✓ Carelessness	<input type="checkbox"/>	<input type="checkbox"/>
✓ Bizarre or violent behavior	<input type="checkbox"/>	<input type="checkbox"/>

Drugs and alcohol abuse are not the only possible causes of these symptoms. But any employee with a substance abuse problem creates safety risks for all employees—and often more work. If you recognize these signs of abuse in yourself or in others, seek confidential help. Talk to your supervisor—or call AA or the local help line.