



Drug-Impaired Driving Toolkit for Employers

Workplace Prevention: A Drug-Free Workplace

- ❁ Impaired driving costs lives, reputations, money and relationships, and it's all preventable.
- ❁ Impaired driving costs incurred by employers include lost time, sick leave, and health insurance costs to name a few.
- ❁ The cost of impaired driving is not one that is exclusively paid by the perpetrator, you as an employer also become a victim.
- ❁ A study reported by the National Institute on Drug Abuse (NIDA), found 55% more industrial accidents, 85% more injuries, and 75% greater absenteeism among employees who tested positive for marijuana compared to those who tested negative.
- ❁ The National Safety Council (NSC) released a position statement in 2019 stating that “cannabis impacts psychomotor skills and cognitive ability” and “there is no level of cannabis use that is safe or acceptable for employees who work in safety-sensitive positions”.



- ❁ The role of employers in addressing drug use both inside and outside the workplace is critical for the following reasons:
 - ❁ Employees are often prescribed pain relieving drugs including opioids following a workplace injury as a result of a workers' compensation claim, which could begin a path to dependency.
 - ❁ Employers interact with employees every day and will likely know if their employee is experiencing impairment issues as a result of drug use (illicit, prescribed or OTC); e.g., change in behavior, missing work, etc.
 - ❁ Workplace leadership must visibly support and exemplify drug-free workplace efforts specifically with regard to drug-impaired driving.
 - ❁ Educating employees to understand the rationale for the policy and program should include practical, personally meaningful information that is relevant to their job responsibilities and include the risk of driving after taking drugs, including prescribed and OTC meds.