



# Drug-Impaired Driving Toolkit for Employers

## Workplace Prevention: Educating Employees

- 🍌 Employees can become addicted to prescribed pain medications as a result of a work injury. Employers should pay special attention to employees returning to work in these circumstances.
- 🍌 A workplace where employees feel safe divulging information regarding potential substance use problems or drug use that may create a safety concern will go a long way to identifying potential concerns and allow for early interventions.
- 🍌 Creating a workplace environment that allows employees to feel that they can be transparent regarding sensitive issues can be the first step to promoting a drug-free workplace.
- 🍌 Employers should encourage their employees to tell their supervisors or a delegated safety officer when they have a problem or suspect that another employee may have an issue with drugs, including prescription painkillers, and that these discussions will not be met with punitive outcomes. This can be initiated by implementing drug education in their workplace safety programs and drug-free workplace policies.



Employers can educate employees through the following:

- 🍌 Educating employees about potential impairing effects of certain drugs and the harmful impacts of abusing painkillers and other drugs.
- 🍌 Educating employees about the risks of combining medications and the potential impairing effects of different medications.
- 🍌 Taking action to encourage employees to be aware of the dangers of driving under the influence of any drug.
- 🍌 Reminding employees to read the warning labels on any medication they are taking, even OTC medications, and to be aware of potential impairing effects and health and productivity hazards of drinking or taking drugs especially when driving.
- 🍌 Hosting mandatory impaired driving education events.
- 🍌 Sponsoring impaired driving demonstrations that implement driving simulators so employees can experience what it is like to “feel” impaired.