

Fit for Duty & Drug-Free Workplace Program

A fit-for-duty and drug-free workplace ensures employees are physically, mentally, and emotionally capable of performing their jobs safely and effectively. This is especially critical in high-risk industries where impairment can lead to serious incidents.

Awareness & Prevention in the Workplace

- Substance misuse and other forms of impairment can quietly undermine workplace safety, productivity, and morale. Awareness is the first step toward prevention.
- About 9% of full-time U.S. workers meet the criteria for a substance use disorder each year.. (Source: National Institute on Drug Abuse, 2023).
- 40% of industrial workplace fatalities involve alcohol misuse.. (Source: National Safety Council, 2023).
- Industries like construction, hospitality, and transportation report the highest rates of drug use, with some sectors reaching up to 19%.. (Source: Substance Abuse and Mental Health Services Administration, 2023).
- The urine drug test positivity rate in the U.S. workforce is at 4.6%, the highest since 2001.. (Source: Quest Diagnostics, 2023).
- These numbers highlight the importance of proactive education, early intervention, and a supportive culture that encourages employees to speak up and seek help.

Recognizing the Signs of Impairment

Being able to identify when someone may not be fit for duty is a critical part of maintaining a safe and productive workplace. Impairment can result from substance use, fatigue, stress, or medical conditions—and it's not always obvious.

Common signs to watch for include:

- Slurred speech or unsteady movement.
- Bloodshot eyes or dilated pupils.
- Unusual behavior or mood swings.
- Odor of alcohol or drugs.
- Difficulty concentrating or performing tasks.
- Excessive fatigue or drowsiness.
- Frequent absences or tardiness.

If you notice these signs in a coworker, report your concerns discreetly to a supervisor or safety representative. Early intervention can prevent accidents and help someone get the support they need.



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What Employees Can Do

Creating a safe and healthy workplace is a shared responsibility. Every employee plays a role in maintaining a fit-for-duty environment.

Here's how you can help:

- Know your limits. Avoid coming to work under the influence of any substance that could impair your performance or judgment.
- Speak up if you're struggling. Confidential help is available through your company's Employee Assistance Program (EAP) or other support services, if offered by your employer.
- Look out for your coworkers. If you notice signs of impairment, report them discreetly to a supervisor or safety representative.
- Participate in training. Stay informed about your company's policies and attend safety briefings or toolbox talks on impairment awareness.
- Practice self-care. Get enough rest, manage stress, and seek help when needed—mental and physical wellness are key to being fit for duty.

Helpful Resources

1. OSHA Hazard Prevention & Control
<https://www.osha.gov/safety-management/hazard-prevention>
2. SAMHSA Drug-Free Workplace Toolkit
<https://www.samhsa.gov/substance-use/drug-free-workplace/employer-resources/toolkit>
3. U.S. Department of Labor – Preventing Substance Use in the Workforce
<https://www.dol.gov/agencies/eta/RRW-hub/Getting-started/Preventing-substance-use>
4. CDC Workplace Supported Recovery
<https://www.cdc.gov/niosh/substance-use/workplace-supported-recovery/index.html>
5. National Safety Council (NSC)
<https://www.nsc.org/work-safety/safety-topics/drugs-at-work>

