

Purpose: To raise awareness about the dangers of substance abuse, its impact on the workplace safety, and the importance of supporting a healthy, safe, and productive environment.

What is Substance Abuse: Substance abuse includes the misuse of alcohol, prescription drugs, or illegal substances. This includes using substances during work hours, arriving to work impaired, or being under the influence while performing job duties.

Why it Matters:

- **Safety Risks:** Impaired judgement, slower reaction times, and reduced coordination increase the risk of accidents and injuries.
- **Health Risks:** Long term substance use can cause serious medical conditions.
- **Workplace Impact:** Reduced productivity, absenteeism, and strained team relationships.
- **Legal & Policy Issues:** Violates ASMG policies and may lead to disciplinary action.

Key Points for Employees:

- Never report to work under the influence of drugs or alcohol.
- Use prescription medications only as directed by a healthcare provider and be aware of potential side effects that may affect your ability to work safely.
- Recognize signs of impairment in yourself and others – such as slurred speech, erratic behavior, or difficulty focusing.

Supporting Each Other:

- Encourage coworkers to seek help if they are struggling.
- Remember, addressing substance abuse is about safety, health, and support - not punishment.
- Utilize **Employee Assistance Programs** (EAP) or other confidential support services when needed.
 - ASMG EAP (800) 624-5544 or visit eap.lucethealth.com.
 - password is ASMG.

Safe Practices:

- Always follow all ASMG drug and alcohol policies.
- Report unsafe behavior immediately to a supervisor or Human Resources.
- Take care of your own health and the well-being-rest, nutrition, and stress management. These reduce the temptation to misuse substances.

