



Drug Free Policy

The Drug Free Workplace Program is designed to help employers deter, detect and take corrective action related to substance use that affects workplace safety. Participants must develop a substance policy that describes their drug-free program. The policy should describe annual employee education and supervisor training, drug and alcohol testing, and employee assistance, which – along with the written policy – comprise the key components of any effective drug-free workplace program. The Women's Center of Greater Cleveland offers consultations for policy development and can meet the required training guidelines.

No business, regardless of size or location, is immune to the countless problems that alcohol and drug abuse can cause. Most individuals who abuse alcohol and other drugs are employed, and when they arrive for work, they do not leave their problems outside the door. Although overall rates have not significantly increased over the past several years, alcohol and drug abuse continues to afflict American society at the start of the 21st century. From the United States Department of Labor it is estimated that:

- An estimated 14.8 million Americans are current illicit drug users
- Nearly 11 percent of youths between the ages of 12 and 17 are current illicit drug users. Among this population, marijuana is the most prevalent drug of use
- Young adults between the ages of 18 and 20 have the highest rate of current illicit drug use at roughly 20 percent
- Heavy drinking occurs most frequently among young adults between the ages of 18 and 25 (13.3 percent), peaking at age 21 (17.4 percent)
- The rate of current illicit drug use is higher among men (8.7 percent) than women (4.9 percent)
- Heavy drinking correlates strongly with illicit drug use. Of 12.4 million heavy drinkers, 30.5 percent are also current illicit drug users.

For additional details, request the Drug Free Workplace Program Procedural Guidelines from www.ohiobwc.com or 1-800-OHIOBWC.