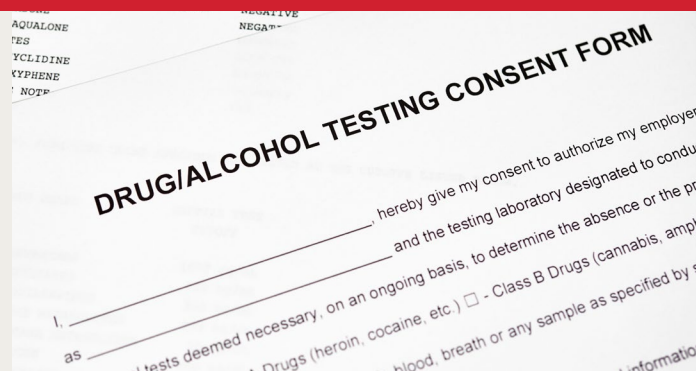


## Maintaining a Drug Free Jobsite



PRESENTED BY:

MEETING START TIME:

DATE OF MEETING:

MEETING END TIME:

### Keep the Conversation Going with a Safety Talk Question:

Do You Know How to Recognize and Address Drug and Alcohol Impairment on the Jobsite?

#### 1. Why is it Important?

- Substance use has been consistently identified as a key contributor to workplace incidents including illness, serious injuries, and fatalities. It is not only a cause of these incidents, but increases severity when impairment makes workers less capable of responding appropriately. Federal agencies including OSHA, NIOSH, and the DOT cite impairment as a significant threat to worker and public safety, in addition to regulatory compliance.

#### 2. What Can You Do?

- Recognize – Become familiar with and remain aware to identify what OSHA deems “recognized hazards,” or observable physical, cognitive, and behavioral signs of impairment. This includes but is not limited to the following:
  - Odor of drugs or alcohol, masking scents (mints, sprays)
  - Visible intoxication: bloodshot/glassy eyes, change in pupil size, slowed or slurred speech, excessive sweating or dry mouth
  - Movement: tremors or shaking hands, poor coordination, unsteady gate or stumbling, difficulty operating equipment, slowed reaction time
  - Mood: sudden changes, irritability, unusual risk-taking
  - Poor judgment, confusion, difficult following instructions
- Respond – If a “recognized hazard” is noted, immediately take steps to stop work in the area. Any hesitation only further increases the likelihood of an incident. To do so, avoid confrontation and instead report the behavior to a supervisor.
- Report – Document what was observed and only what was observed, avoiding any assumptions. Adhere strictly to your organization’s post-incident policy. Testing may be included. OSHA regulations prohibit testing based on reporting alone but may be justified if there was involvement in the incident, actions could have contributed, or they occupy a DOT-regulated or safety-sensitive role.
- Support – Actively promote a drug and alcohol-free workplace by encouraging co-workers to embrace safety, participate in toolbox talks/safety meetings, utilize employee assistance programs when necessary, and treat reporting of near misses no differently than incidents.

#### Sources:

- <https://legalclarity.org/osha-alcohol-regulations-and-workplace-safety-rules/>
- <https://www.cdc.gov/niosh/docs/2023-115/default.html>
- [https://www.transportation.gov/sites/dot.gov/files/2025-10/ODAPC\\_Employer\\_Guidelines\\_October\\_2\\_2025\\_A.pdf](https://www.transportation.gov/sites/dot.gov/files/2025-10/ODAPC_Employer_Guidelines_October_2_2025_A.pdf)

