

PARTNERSHIP GOALS

1. Promote safety and health in the workplace for employees, co-workers, and consumers
2. Enhance quality employee recruitment
3. Reduce employee turnover
4. Reduce absenteeism
5. Increase productivity
6. Reduce accidents/injuries

Substance users are 2.5 times more likely to be absent eight or more times per year.

CREATING A DRUG-FREE POLICY FOR YOUR BUSINESS

Generally, a comprehensive drug-free workplace program includes five components:

- Drug-Free Workplace Policy
- Supervisor Training
- Employee Education
- Employee Assistance
- Drug Testing

More than half of adult workers know someone who has been at work while under the influence of alcohol or other drugs.

PARTNERSHIP REQUIREMENTS

- Pre-employment testing of all new hires (type of testing at employer's discretion)
- Random testing of 20% of entire workforce annually (including upper management)
- Post-accident testing
- Testing upon reasonable suspicion

OR

- Provide proof of participation in the Workers' Compensation Discount Program

SMALL BUSINESS CONCERNS

Small businesses are less likely to have programs in place to combat the problem.

They are more likely to be the employer of choice for illicit drug users. Individuals who can't adhere to drug-free workplace policy seek employment at firms that don't have one.

44% of illicit drug users work for small establishments with less than 24 employees.

The Partnership for a Drug-Free Workplace is here to provide support, recognition, education, and incentives/rewards to workplaces in Sheridan County for becoming and staying drug-free.

WHAT MEMBERSHIP MEANS

When you join the Sheridan County Partnership for a Drug-Free Workplace you receive:

- Community Recognition
- Trainings and Education
- Stickers and Posters for your workplace
- Linkage to Resources
- Regular Newsletters

An estimated 14.8 million Americans are current illicit drug users with approx. 9.4 million currently employed.

WHAT CAN I DO IN MY WORKPLACE?

1. Be attentive and observe
2. Document: keep records of work performance issues
3. Be straightforward yet thoughtful and focus on specific aspects of performance without diagnosing or judging
4. Be consistent for all employees
5. Maintain confidentiality
6. Refer to help: Encourage employees to seek help and refer them to treatment
7. Follow Up: Continue to address work performance and treatment status

WHAT HELP IS AVAILABLE?

Treatment options are prevalent in our community. Your employees and co-workers are not bad people for using, they may be suffering from the illness of addiction and would benefit from professional help and workplace assistance.

Northern Wyoming Mental Health Center Substance Abuse Programs

*1043 Coffeen Suite B, Sheridan, WY 82801
307-674-7702*

WYSTAR/Volunteers of America

*1095 Saberton Ave, Sheridan, WY 82801
307-672-2044*

Cloud Peak Initiatives

*151 Brundage Street, Sheridan, WY 82801
307-674-1668*

Assessing Solutions

*45 East Loucks, Sheridan, WY 82801
307-673-4647*

The partnership for a Drug-Free Workplace is a community effort to decrease drug use in our workplaces, create a better work environment for our community's workforce, and create a network of support for our community's employers and employees.

All of the partners wish to congratulate you on your decision to move forward in creating Sheridan's next Drug-Free Workplace. By doing so, you protect our families, encourage our workers, and serve our community.

For more information about the PARTNERSHIP FOR A DRUG-FREE WORKPLACE in Sheridan County, please contact the Partnership Committee at:

www.sheridanwyoingchamber.org and click on "Business Information" where you will find "Creating a Drug Free Workplace".

If you need additional information, call the Sheridan County Chamber of Commerce at 307-672-2485.

Partnership for a Drug-Free Workplace
P.O. Box 707
Sheridan, WY 82801

Statistics found in this brochure are courtesy of the State of Wyoming workers' safety and compensation and the 1999 national household survey on drug abuse.

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PARTNERSHIP FOR A DRUG-FREE WORKPLACE

SHERIDAN COUNTY



We Drug Test!