

Gary's Key Points – Alcohol

Why People Drink

- Workers self-medicate to try to handle:
 - Poor performance, stress
 - Conflicts (co-workers, managers, partners)
- Some workplaces encourage alcohol abuse with events involving alcohol



How Alcohol Abuse Affects Others

- Problem drinkers and alcoholics affect others
 - Other employees may be injured, have to cover for, or need to work harder because of another employee's drinking
 - Workers who drink may make the workplace more dangerous for everyone
- Alcohol – even small amounts of it – has a powerful impact

Co-workers can be “secondhand drunk,” getting all of the negative effects of dealing with drinking without being drunk themselves.

When Alcohol Abusers Won't Get Help

- Stop covering up for them
- Intervene when they are sober, with several people present
 - If you know or suspect that a co-worker is a substance abuser, consult your Human Resources department before intervening
- Be specific
 - Use examples of the problem
- State the results of their not getting help
- State what you will do to protect yourself
 - Be prepared to follow through with your plan
- Call on others to talk to the person