

## 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