

# **“Can I GET HIGH On My Break?”**

## ***EFFECTIVELY ADDRESSING EMPLOYEE SUBSTANCE ABUSE***

by

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- What **TYPES OF TESTING** should every employer include in their “**SUBSTANCE ABUSE POLICY**” ... and which should they **NOT**?
- What is “**REASONABLE SUSPICION**” of “**SUBSTANCE ABUSE**”?
- What **SIGNS** should you look for in **RECOGNIZING EMPLOYEE SUBSTANCE ABUSE**?
- How should managers **DOCUMENT** “**REASONABLE SUSPICION**” under the law?
- What constitutes “**REASONABLE SUSPICION**” of “**SUBSTANCE ABUSE**” under the law?
- What does substance abuse actually **LOOK LIKE IN YOUR BRAIN** ... and why does it **INCAPACITATE** your ability to function both **ON AND OFF THE JOB**?
- What should you do about the **ODOR** of alcohol?
- How should you **COMMUNICATE** your new policy?
- How do Substance Abuse Policies differ between the **PUBLIC** and **PRIVATE SECTORS**?
- What should employers do about the **USE OF LEGAL DRUGS** in the workplace?
- What should your policy say about **SEARCHING** employees’ personal belongings for contraband?
- What do you do about people who say, “**What I do on my own time is my own business?**”
- What does substance abuse actually **LOOK LIKE IN YOUR BRAIN** ... and why does it **INCAPACITATE** your ability to function both **ON AND OFF THE JOB**?
- How has OSHA changed, if not eliminated, your **POST ACCIDENT TESTING**?
- What should every employer include in its “**SUBSTANCE ABUSE POLICY**”?

**...and MUCH, MUCH more...**

Join Scott as he reviews how to recognize **SUBSTANCE ABUSE** and exactly what happens in someone’s brain when they grow angry and abuse drugs and alcohol ... **AND HOW YOU PROPERLY ADDRESS THESE ISSUES!** Scott will address all of these issues for you in his own unique, practical and humorous style and show you how to use this information **IMMEDIATELY!**

## Learning Points

In this session, you will learn ...

- How to design and implement a **LEGAL** and **EFFECTIVE SUBSTANCE ABUSE PROGRAM**.
- What **SUBSTANCE ABUSE** does to your brain.
- How to get **BUY-IN** for your **SUBSTANCE ABUSE PROGRAM**.
- How OSHA has drastically changed **POST-ACCIDENT TESTING**.

## Scott's Bio

Scott Warrick ([www.scottwarrick.com](http://www.scottwarrick.com)) is a practicing Employment Law Attorney, Human Resource Professional and three-time best-selling author with over 40 years of hands-on experience. Scott uses his unique background to help organizations get where they want to go, which includes coaching and training managers and employees on site in his own unique, practical and entertaining style.

Scott combines the areas of law and human resources to help organizations in “Solving Employee Problems BEFORE They Start.” Scott’s goal is NOT to win lawsuits. Instead, Scott’s goal is to PREVENT THEM while improving EMPLOYEE MORALE.

Scott is a three-time bestselling author: **Solve Employee Problems Before They Start: Resolving Conflict in the Real World, Tolerance and Diversity For White Guys ... And Other Human Beings** and **Healing The Human Brain**.

Scott presents to national, state and local groups alike, both in person and through webinars. His topics range from Healing The Human Brain, Bullying/Harassment, Conflict Resolution, Leadership and Tolerance, to mention a few. Click here to learn about Scott’s topics:

<https://scottwarrick.com/training-speaking/>

Scott is also a seven-time SHRM National Diversity Conference presenter. In 2023, he presented his ground-breaking “TOLERANCE & BRAIN HEALTH” program.

Scott was named one of Business First’s 20 People To Know In HR by CEO Magazine’ and a Human Resources “Superstar” in 2008. Scott also received the Linda Kerns Award for Outstanding Creativity in HR and the Ohio State Human Resource Council’s David Prize for Creativity in HR Management.

Scott’s academic background and awards include Capital University College of Law (Class Valedictorian (1st out of 233) and Summa Cum Laude), Master of Labor & Human Resources and B.A. in Organizational Communication from The Ohio State University.