





# COMMON SIGNS TO RECOGNIZE POTENTIAL DRUG USE IN THE WORKPLACE


Some states provide a specific list of signs that *must* be documented or combined with a positive drug test in order to take adverse employment action. However, in many states it is up to the employer to determine what signs indicate drug use, such as the examples listed below.



Inhibited speech, physical dexterity, agility, coordination or demeanor




Irrational or unusual behavior



Production or manufacturing process disruption



Disregard for safety for oneself or others



Involvement in any accident that results in injuries or serious damage to equipment/property



Negligence or carelessness in operating equipment or machinery




Poor job performance



Excessive absenteeism



Extreme hyperactivity



Chronic fatigue, sleepiness or falling asleep on the job

Each state law is different. Make sure to review state laws thoroughly before implementing a drug and alcohol testing policy in your workplace.