

SIGNS THAT YOUR EMPLOYEE MAY HAVE A SUBSTANCE USE DISORDER

When addressing substance use in the workplace, employers are a crucial part of the recovery process. Since early detection is key, we've created a checklist to help. The following changes in employee appearance and behaviour may be signs of a substance use or mental health disorder. While this list is not diagnostic, if an employee shows several of the signs below, we recommend further investigation to find the cause.

CHANGES IN APPEARANCE

- Bloodshot or glassy eyes; enlarged pupils for some drugs, "pinpoint pupils" for opioids
- Unprofessional appearance or poor personal hygiene
- Unexplained injuries such as cuts, bruises, scrapes, or marks on their arms
- Long sleeves in hot weather (may be to hide needle marks on arms)

CHANGES IN ENERGY LEVELS AND MOOD

- Increased energy, or alternatively, exhaustion or fatigue
- Increased confidence and lack of inhibition
- Paranoia
- Unpredictable mood swings, irritability, or aggressive behaviour

CHANGES IN HEALTH

- Frequent headaches, dizziness, nausea, or vomiting
- Poor coordination, trembling, or twitching
- Frequent illnesses and sick days
- Unusual sweating

CHANGES IN JOB PERFORMANCE

- Decline in job performance, such as increased inability to meet deadlines
- Decline in punctuality
- Increase in unexplained absences

If you have any questions or would like more information on how to identify, investigate, and address substance use disorders in your workplace, please contact your return-to-work specialist at: