

Alcohol abuse control program - handbook for traveling teams

Dept. of Defense, Dept. of the Air Force : for sale by the Supt. of Docs., U.S. Govt.
Print. Off. - Merchant Education



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Notes: This handbook is for the use of traveling teams and individual visitors from HQ USAF and MAJCOMSs

This edition was published in 1977



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Employers

Many people go into treatment because of some kind of threat such as loss of a job or possible incarceration. At some point, you will likely encounter employees with problems related to alcohol in dealing with performance, conduct, and leave problems.

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If an alcoholic did not deny the existence of a problem, he or she would most likely seek help when faced with the overwhelming problems caused by drinking. An alcoholic often relapses due to a variety of factors including: inadequate treatment or follow-up, cravings for alcohol that are difficult to control, failure by the alcoholic to follow treatment instructions, failure to change lifestyle, use of other mood altering drugs, and other untreated mental or physical illnesses. Although you are not diagnosing the problem, you are dealing with employee performance and conduct and, possibly, alcohol-related misconduct such as using, possessing, or being under the influence of alcohol at work.

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Your role is not to diagnose the alcohol problem but to exercise responsibility in dealing with the performance or conduct problem, hold the employee accountable, refer the employee to the EAP, and take any appropriate disciplinary action. Outpatient treatment is not as expensive as inpatient treatment and may last anywhere from one month to a year.

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Impairment becomes evident in the workplace during the middle stage.

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The booklet is not intended to cover, in detail, all the various aspects of alcoholism and alcohol abuse but to give you enough information to understand and recognize the problems and know where to go to get assistance. The alcoholic battles with loss of control, withdrawal symptoms, and cravings.

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Other Topics Alcohol Testing Generally, agencies do not have the authority to conduct mandatory alcohol testing.

Employers

Other family members of alcoholics also have greater rates of absenteeism. The disease is often progressive and fatal. Though no studies have been done on the prevalence of alcoholism and alcohol abuse among Federal employees, it is safe to assume that a similar proportion of Federal employees are alcoholics or alcohol abusers as in the national workforce.

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