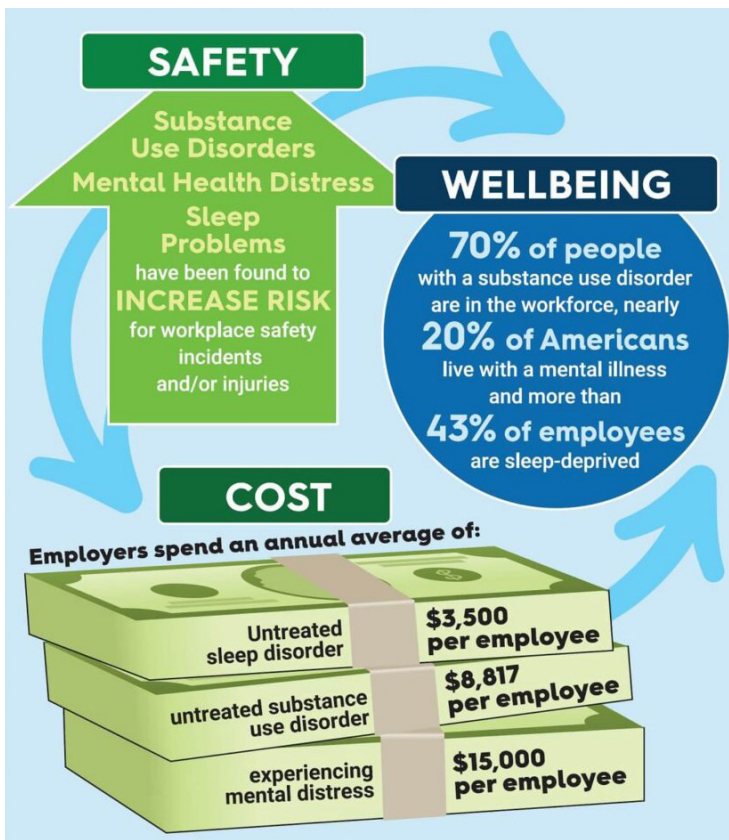


## Is Your Company Addressing Workplace Impairment?

Impairment from fatigue, stress, mental distress, heat intolerance, alcohol and other substances can put employees and your entire workplace at risk.

In order to ensure the safety and well-being of all employees, it is imperative to take measures to prevent impaired workers from engaging in activities that may pose a risk to themselves or others.



Source: National Safety Council • For more resources, visit [nsc.org/workplace](http://nsc.org/workplace)

### 5 Steps in Developing a Protocol for Addressing Workplace Impairment:

**Accurately record complaints:** Make sure to document details and frequency of occurrence.

**Observe the Employee:** Take a proactive stance when seeing a concern in behavior.

**Address safety concerns:** Immediate action should be taken to remove them from the work environment with care and consideration for the well-being of all parties involved.

**Document individual observations:** Provide detailed information.

**Compare documented observations,** and consider the services of an objective third party for objective analysis.

As an employer, it is your responsibility to effectively manage impairment in the workplace. This involves implementing measures that ensure the safety of employees, while also ensuring that they are able to perform their duties to the best of their ability.

It is important that any employee who is unable to work safely be promptly removed from any workplace. Failure to do so can result in avoidable accidents and injuries that can have serious consequences. Therefore, it is essential to have a protocol in place that clearly outlines the steps to be taken if an employee's ability to work safely is compromised.