



WORKING

**To Prevent Underage Drinking
Workplace is the key!**

A collaboration to encourage adoption of drug-free workplace programs

WORKING to Prevent Underage Drinking: WORKPLACE is the Key!



Connecting
Drug-Free Workplace Programs
and
Underage Drinking Prevention



DRUG-FREE WORK WEEK



WORKING to Prevent Underage Drinking: WORKPLACE is the Key!



TODAY'S WEBINAR HOST

***Frances Strickland
First Lady
of
The State of Ohio***

WORKING to Prevent Underage Drinking: WORKPLACE is the Key!



Welcome

***Angela Cornelius Dawson
Director
Ohio Department of Alcohol
and Drug Addiction Services***

WORKING to Prevent Underage Drinking: WORKPLACE is the Key!

DEVELOPERS

Hope Taft, Leadership Foundation

Elena Carr, U.S. Department of Labor

Dee Mason, Working Partners[®] (Cols., OH)

Jim Ryan, Working Partners[®] (Cols., OH)



Leadership To Keep Children Alcohol Free Foundation

- **Non-partisan, private-public partnership composed of 60 current and former governors' spouses**
 - **75 percent of states represented**
 - **Largest group of governors' spouses focused on one issue**
- **Goal is to change conversation about childhood drinking, with special focus on youth ages 9-15**

Members

(as of 10/20/09)



Current Spouses

Alabama	Indiana	Nevada	
Alaska	Kentucky	New Hampshire	
American Samoa	Maine	New Mexico	
Arizona	Maryland	North Carolina	South Dakota
Arkansas	Massachusetts	North Dakota	Texas
Delaware	Michigan	Ohio	Utah
Florida	Minnesota	Oklahoma	Virginia
Georgia	Mississippi	Oregon	Washington
Guam	Missouri	Pennsylvania	West Virginia
Hawaii	Montana	Rhode Island	Wisconsin
Idaho	Nebraska	South Carolina	Wyoming

Emeritus Spouses

Alaska	Kansas	Nebraska	Pennsylvania
Arkansas	Kentucky	New York	Tennessee
Florida	Maryland	Ohio	Wisconsin
Hawaii	Michigan	Oklahoma	Wyoming
Idaho	Missouri	Oregon	
Indiana	Montana		

Attendees' Poll

Please indicate a category you represent:

- a. Leadership Foundation
- b. Community Advocacy Group or Coalition
- c. Governmental Agency
- d. Business, Industry or Labor Organization
- e. Provider of Substance Abuse Related Services

Project Objective

Create a *Toolkit*
to arm community leaders with the tools
to take action
at the state and local levels
to encourage the adoption of
drug-free workplace programs
that incorporate
underage drinking prevention education
for parents.

Change Norms

- **Environmental (community) change**
- **Drug-Free Workplace Programs can be the key**

Target Drug-Free Workplace Programs

- **Creates a win-win opportunity**
- **Reach parents**
- **Match adult/child prevention messages**

Elements of a Drug-Free Workplace Program

Five-pronged approach:

- **Written policy**
- **Employee education**
- **Supervisor training**
- **Support for employees**
- **Alcohol and drug testing**

Attendees' Poll

Of these five elements, which do you feel the least knowledgeable about?

- a. Written policy**
- b. Employee education**
- c. Supervisor training**
- d. Support for employees**
- e. Alcohol and drug testing**

Clearly Communicate Through a Written Policy

- **Expectations**
- **Consequences for violation**
- **Available help**
- **Company's commitment**

Opportunity to Influence

- Holds workers accountable
- Sets parental examples
- Helps young workers with choices

Educate Employees

- Requirements
- Impact of substance abuse
- Signs and symptoms
- Intervention and treatment
- Available help
- Testing rights and responsibilities

Opportunity to Influence

- Parents self-assess
- Educate parents to:
 - Talk to children
 - Intervene early

Train Supervisors

- Recognition, documentation and confrontation**
- Earlier Intervention**
- Hold workers accountable**

Opportunity to Influence

- Possible referrals for

- Own use, or

- Child's use

- Help earlier

Support Employees

- **Community-based resources**
- **Employer-provided benefits**

Opportunity to Influence

- Parents getting help
- Parent awareness of resources
- Demonstrates employer concern

Test for Alcohol and Drugs

- **Applies scientific methodology**
- **Enforces policy**
- **Follows up**
- **Holds employees accountable**
- **Uses employment as an incentive**

Opportunity to Influence

- Parents confront & break denial
 - to retain employment , and
 - to become better role models

Note: *Power of work relationship especially effective when jobs are not plentiful*

Attendees' Poll

What is your response to the following?

Based on the information about DFWP, the workplace can be a significant impact on underage drinking.

- a. Strongly agree
- b. Agree
- c. Not sure
- d. Disagree
- e. Strongly disagree



Understand Program Perspectives

- **DFWP - a safety perspective**
 - **Decrease accidents and injuries**
 - **Found in high-hazard industries**
- **Some employers are required**
- **Adoption far from universal**
 - **Parenting underage drinking prevention education rare**

Know Federal Requirements

- **Federally mandated employers**
 - **Transportation & Nuclear industry**
 - **Federal contractors and grantees**
- **Most employers are *not* mandated by Federal regulations**

Learn Motivations/ Initiatives

State or local entrees for exchange may include

- Drug testing related statutes
- State contract requirements
- Industry-specific regulations
- Corporate liability protections
- Corporate financial incentives

Attendees' Poll

Grade your level of knowledge about where your state stands regarding employer requirements pertaining to alcohol and drug testing?

- a. VERY knowledgeable
- b. Somewhat knowledgeable
- c. Not sure
- d. Not knowledgeable

Enact State-Level Requirements

Focal point for leadership, if testing is involved, learn where there:

- Is a requirement for Employee Education
- Is not a requirement and promote...
 - Fair notice is best practice **plus**
 - Provides employer protection

Make the Connection

- States boost impact by educating parents
- Employers boost impact:
 - Lessen employee distractions
 - Shape/influence workforce of tomorrow

Benefit Coalitions and Communities

Drug-Free Workplaces –

- Unify and focus prevention efforts
- Support working adults
- Promote opportunities
- Increase legitimacy
- Energize the environmental

Project Initiative

■ Promote:

- adoption of drug-free workplace programs (DFWP)
- inclusion of underage drinking prevention education into employee education of DFWRPs (existing and new)

■ *Toolkit* to assist efforts

Toolkit Components

- ***Toolkit* Developers and Contributors**
- **Drug-Free Workplace Basics**
- **Why Employers Should Invest**
- **State Law References Materials**
- **Education Modules for Working Parents & Caregivers**
- **Additional Resources**

Review State Law Chart

Law Chart

State Laws related to Drug-Free Workplace Operations per State

	A. Some Emp. Education requirements (depending upon the testing objectives)	B. Required testing of certain positions / contracts	C. Workers' Comp. benefits or premium discount programs (XX = premium discount)	D. Testing must meet statutory rules
STATE/ TERRITORY				
Alabama	X	X	XX	
Alaska	Requires supr. trng. if complying w/volun-tary law	X		X
American Samoa				
Arizona		X	X	

Understand Headers



A. Some Employee Education requirements (depending upon the testing objectives)



B. Required testing of certain positions / contracts



C. Workers' Comp. incentives or premium discount programs (XX = premium discount)



D. Testing must meet statutory rules

Access Guidance

Step One: Using the State Law Chart and the Explanation Key, familiarize yourself with the drug-free workplace-related environment in your state.



Step Two: Determine the most appropriate state contact to discuss issues related to drug-free workplace programs and employment alcohol and drug testing.



Step Three: Begin your discussion! Here are some general guidelines:

General question to open conversation and evaluate what contact knows: Do we have any statutory requirements or benefits for a business to operate drug-free workplace programs or to adopt employment alcohol/drug testing?

Examples are: (these are not all-inclusive)

- Ohio has a discount for workers' compensation premiums.

and so forth ...



If yes ...

If no ...

If unknown ...

Apply Parenting Modules

- ▶ **WORKING to
Prevent Underage Drinking:
WORKPLACE is the Key!**

Module Approach

- 15 minute modules
- Easy to deliver
- Starting point
- Three objectives
 - Raise awareness
 - Provide basic tips and tools
 - Provide links to other resources

Four Modules

- The Picture of Underage Drinking
- Adult Role-Modeling
- Communicating with Kids
- Countering Media Messages

SAMPLE – Notes View of Slide

Basic Illusions

- Drinking is a rite of passage. (“They’re going to do it! They’re teenagers!”)
- Alcohol is less dangerous than illicit drugs.
- Peers and media influence my kid’s choices more than I do.
- I can’t do much to keep my kid from drinking.

Our culture perpetuates many myths about underage drinking:

- *We assume that drinking as a teenager is normal and is something that just happens when kids hit a certain age.*
- *We believe that alcohol is not really harmful – that we should only be really worried if our kids are using illicit drugs.*
- *And we forfeit our influence by assuming that we can’t do much to affect kids’ choices – thinking incorrectly that our kids are much more influenced by peers and media than by the parents, caregivers and other adults in their lives.*

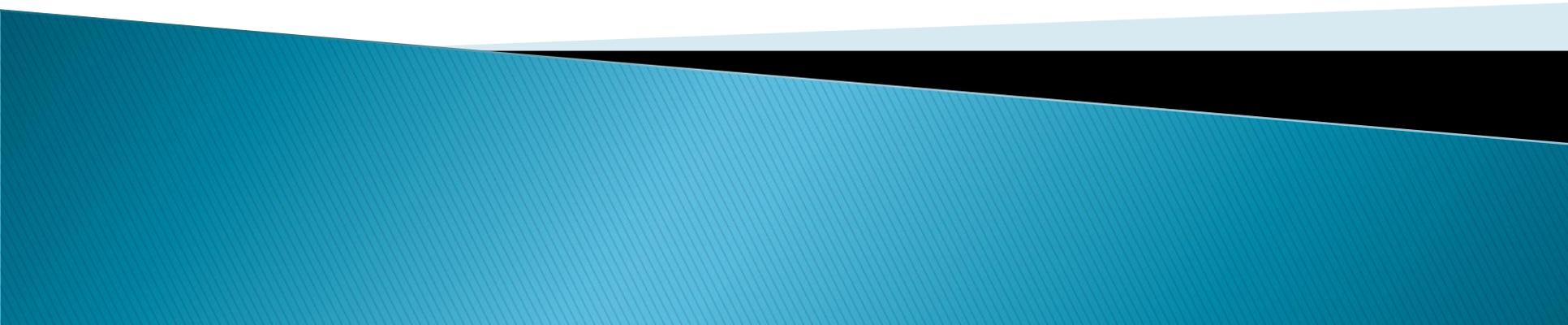
Attendees' Poll

How could you make module(s) available?

- a. I would deliver it to a group of employees in their workplace.
- b. I would work with my community coalition to develop a delivery plan of action.
- c. I would work through my state system to see how we could make it available to employers throughout the state.
- d. I would put it on websites and let community leaders promote to employers that it is available.
- e. Other ...

The Picture of Underage Drinking

Information for parents and other
adults who care about kids



Objectives

- ▶ Raise awareness about underage drinking
- ▶ Provide basic tips and tools for you to keep your kids alcohol-free
- ▶ Provide links to other resources for more information

Basic Illusions

- ▶ Drinking is a rite of passage. (“They’re going to do it! They’re teenagers!”)
- ▶ Alcohol is less dangerous than illicit drugs.
- ▶ Peers and media influence my kid’s choices more than I do.
- ▶ I can’t do much to keep my kid from drinking.

Basic Truths

- ▶ Many kids grow up without consuming alcohol.
- ▶ How I learn is how I remember (state-dependent learning).
- ▶ Alcohol causes significant problems for kids.
- ▶ Parents are the biggest influence on a kid's choices.
- ▶ Parents can do many things to keep kids alcohol-free.

Things you can do

- ▶ Establish family rules – openly!
- ▶ Role model – consistently!
- ▶ Talk to kids – regularly!
- ▶ Monitor friends and activities – diligently!
- ▶ Confront – appropriately!
- ▶ Increase your knowledge – easily!

Invest because...

- ▶ it makes good business sense
 - Deter losses by distracted caring adults/parents
 - 9-15 yr. olds are the workforce of tomorrow
- ▶ adults need and want parenting resources
- ▶ adults can help to ensure healthy growth and choices

Take Steps

- ▶ Access the *Toolkit*
- ▶ Follow guidance of State Law Chart Materials to identify state representative to approach
- ▶ Work with community coalition leadership to develop an action plan
- ▶ Other ...

Let's chat

Reach Out

Learn more you can do during Drug-Free Work Week:

<http://www.dol.gov/drugfreeworkweek>

Access the *Toolkit*:

<http://www.alcoholfreechildren.org/node/277>

Give us your feedback:

alcoholfreechildren@yahoo.com

For a certificate of completion, contact us at:

alcoholfreechildren@gmail.com

Thank You!
