



Addiction in the Workplace Facts

How many substance-abusing people are employed?

- 77.6 percent of the estimated 20.3 million substance-abusing or substance-dependent people in the United States are employed.*
- More than 60 percent of adults know someone who has reported for work under the influence of alcohol or other drugs (Hazelden, 2003 Workplace Addiction Survey).

How does substance abuse impact the workplace?

- Employees who abuse alcohol and other drugs bring their problems with them to work.*
- An organization benefits substantially by addressing addiction in the workplace and getting treatment for employees who need it. Results include improved job performance, motivation, morale and increased overall customer satisfaction. In addition, a commitment to alcohol and drug abuse treatment for employees in need helps reduce accidents, absenteeism, employee theft and fraud, insurance claims, and workers' compensation costs (Hazelden, 2003 Workplace Addiction Survey).

Substance abuse lowers productivity

- Problems related to alcohol and drug abuse cost American businesses roughly \$81 billion in lost productivity in just one year.*
- Studies have shown that substance abusing employees function at about 67 percent of their capacity.*

Substance abuse causes accidents and injuries

- Up to 40 percent of industrial fatalities and 47 percent of industrial injuries can be linked to alcohol use and alcoholism.*
- Employees who use drugs are 3.6 times more likely to be involved in a workplace accident and five times more likely to file a workers' compensation claim.*

Substance abuse increases absenteeism and turnover

- An estimated 500 million workdays are lost annually due to alcoholism.*
- Employees who use drugs are 2.2 times more likely to request early dismissal or time off, 2.5 times more likely to have absences of eight days or more, and three times more likely to be late for work.*
- Illicit drug users are more than twice as likely than those who do not use drugs to have changed employers three or more times in the past year.*

Substance abuse increases an employer's medical costs

- Employees who use drugs cost their employers about twice as much in medical claims as do non-drug-using employees.*

Treatment costs less than replacing an employee

- Addiction treatment costs less than replacing an employee, especially for high-level professional employees. Replacing a professional employee can cost an employer up to two times the person's annual salary (recruitment, advertising, reviewing applications, travel, relocation, HR staff time), not to mention the loss of company knowledge (Hazelden, 2003 Workplace Addiction Survey).

Who is Hazelden?

Hazelden, a national nonprofit organization founded in 1949, helps people reclaim their lives from the disease of addiction. Built on decades of knowledge and experience, Hazelden's comprehensive approach to addiction addresses the full range of patient, family, and professional needs, including treatment and continuing care for youth and adults, research, higher learning, public education and advocacy, and publishing.

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Visit www.hazelden.org for more information

* Substance Abuse and Mental Health Services Administration