A Guide For Employers Helping Employees With Addiction

Medically reviewed by Findlay Recovery Center

The number of people who struggle with substance abuse is growing at an alarming rate. This article will provide a guide for employers helping employees with addiction. It will also discuss the types of treatment options available, what to expect when supporting an employee through rehabilitation, and why these programs are beneficial for everyone involved.

What Are The Signs Of An Employee Struggling With Substance Abuse?

There are many signs that an employee may be struggling with substance abuse. The most common signs include, but are not limited to:

- Changed appearance or hygiene habits
- Declining work performance or attendance
- Mood swings or erratic behavior
- Difficulty concentrating or completing tasks

If you suspect that an employee is struggling with addiction, it is important to approach the situation delicately. It is best to speak with the employee privately and express your concerns. You can then provide the individual with information on available resources, such as rehabilitation programs and Employee Assistance Programs (EAPs).

What Types Of Treatments Are Available?

There are a variety of treatment options available for employees who are struggling with drug or alcohol addiction. The most common treatments include:

Inpatient Rehab

This is a residential treatment program where the individual lives at the facility and receives 24-hour care.

Outpatient Rehab

12-Step Programs

These programs are based on the 12 steps of Alcoholics Anonymous and provide support to individuals who are struggling with addiction.

Some employers may also offer their employees access to alternative treatments, such as holistic therapies or medication-assisted treatments.

What To Expect When Supporting An Employee Through Rehabilitation?

When an employee begins rehabilitation, it is important for the employer to be supportive but also respectful of their privacy. There are some things that you can do to ensure that the employee has a successful experience:

- Schedule an individual meeting with your employee to discuss what they need from you during their treatment. This will help establish clear boundaries and expectations for both parties.
- Provide access to resources, such as EAP counsellors or rehab facilities, so that employees can easily contact these individuals if needed.
- Avoid being judgmental about past behavior – many times, substance abuse is caused by underlying mental health issues which require separate care and attention beyond rehabilitation programs.

What Are The Benefits Of Rehabilitation For Everyone Involved?

There are many benefits to rehabilitation for everyone involved when supporting your employee through addiction recovery programs.

Improved Work Performance

Employees who have been struggling with drug addiction often perform better at work once they have completed a rehabilitation program.

Reduced Absenteeism

When employees struggle with addiction, the amount of time that they spend at work often decreases as their substance abuse becomes more prevalent in their life. By supporting your employees through recovery programs, you can expect to see an increase in attendance and productivity from them once again.

Better Morale

Employees who are asked to support others during times of need will feel closer to the company and value what it has done for them throughout their career path. This can lead to increased loyalty among staff members, which is beneficial for both parties involved.

What Are The Risks Associated With Addiction Recovery Programs?

Even though there are numerous benefits associated with offering support for drug or alcohol addiction, there are also risks involved.

Addiction Relapse

It is common for individuals who are struggling with substance abuse to experience a brief or extended period of recovery before relapsing into addiction again. This can be disheartening and discouraging, but it does not mean that your employee should immediately give up on their goals.

Treatment Failure

If the treatment program does not work for your employee, it may be time to consider offering alternative treatment options so that they have time to fully recover from drug use in an environment where they feel supported.

Employers Helping Employees With Addiction

Employees recovering from addiction often need a great deal of support from their employer to maintain sobriety. Some ways that employers can provide this support include:

Offering an Employee Assistance Program (EAP) is one of the most effective ways to support employees who are struggling with addiction. An EAP allows for free counseling services, including assistance in finding drug rehab centers if necessary. Additionally, employers can provide flexible work hours or a reduced workload while their employee goes through treatment. Flexible scheduling often makes it easier for employees to attend addiction treatment programs.

Additionally, Employers Helping Employees With Addiction can create a substance-free workplace policy that outlines expectations for employee behavior and provides resources. This policy should be enforced consistently in order to send the message that addiction is not tolerated in the workplace. Finally, employers can provide education on addiction and its effects to all employees in order to create a more understanding and supportive environment. Employers looking for more information about offering support for employees suffering from addiction issues can go to our website and get in touch with one of our specialist team members, who can offer advice and any information to guide employers on offering support for employees struggling with substance abuse.

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About Our Company

Findlay Recovery Center is a drug & alcohol treatment center in Findlay, Ohio that offers evidence-based, detoxification and residential inpatient treatment at an affordable rate.

Findlay Recovery Center
Findlay, Ohio