

## POSSIBLE SIGNS OF ALCOHOL AND SUBSTANCE ABUSE



The behaviors listed below are not reliable evidence, by themselves, of an alcohol or substance use problem. No conclusion can be reached in this regard without additional reliable evidence.

### **Work habits:**

- Tardiness
- Absenteeism
- Long Breaks
- Frequent trips off the work unit
- High absenteeism for vague illnesses
- Dramatic reasons for tardiness or absenteeism
- Disappearances from the work area
- Coming to work early or staying late
- Frequent trips to the bathroom
- Use of sick time, especially before or after regular days off

### **Job performance:**

- Poor judgment or mistakes
- Difficulty completing responsibilities
- Sloppy job performance
- Forgetfulness
- Drowsiness
- Drug discrepancy

### **Behaviors:**

- Inability to concentrate
- Mood swings
- Nervousness
- Irritability
- Change in personality
- Anger if questioned about alcohol or drug use
- Preference for isolation
- Memory loss
- Nodding off during quiet time
- Frequent use of breath purifiers.

### **Appearance:**

- Deteriorating personal appearance or perfectionism in appearance (to avoid attention)
- Tremor of hands
- Diaphoresis
- Puffy face
- Odor of alcohol
- Ocular changes: pin point pupils, glossy eyes or very dilated pupils that don't react to light

**If you think that you or one of your household members may have a problem with alcohol or substance abuse, call the UMass EAP at 800-322-5327, and we can help you find the appropriate resources.**