



THE EAP & NAVIGATING EMPLOYEE SOBRIETY

My team includes an employee who has been open about his sobriety for many years. There are no current performance issues. This employee openly shares that he achieved sobriety following an EAP referral in the past. Now he reports that his physician is recommending smoking marijuana to help treat insomnia and depression. I am worried about relapse. Should I contact the EAP?

Great question, and yes, contact your EAP professional to discuss your concerns. It is also crucial to keep track of your employees' performance as you would any other worker. Given that this employee is known for his willingness to be open about his recovery issues in the past, listening now with genuine concern raises the possibility for further helpful conversations. Your determination to maintain a positive connection with this employee may lead to an open door for you to suggest he use the EAP as a consultant to assist him in responding to his physician's advice.

Using psychoactive substances is typically considered a relapse for those recovering from alcohol use disorder (alcoholism) even if job performance remains acceptable. The employee's recovery program is ongoing and your care, concern and careful listening in the future may spark his willingness to do another EAP assessment resulting in a new solution plan! Another result may be that the EAP professional will consult with the patient's doctor.

Written by: Andy Visser

Leadership Orientation Training - Session B Virtual

Wed. July 29, 2026
9:00am – 11:30am

CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing (info@connectionseap.com) for more information or register online:

www.connectionseap.com

ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: "Leadership Orientation to the EAP", is always available on the website. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars are available in the Work/Life Services site. Log in on Connections website go to Employee or Leadership Resources tab to access webinars, continue to scroll down on the Work/Life Services opening page. (All webinars are archived for later viewing.)

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