

# Alcohol and Work

**TU/e**

**EINDHOVEN  
UNIVERSITY OF  
TECHNOLOGY**

DATE

January 1, 2020





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## 1. Introduction

The Executive Board are of the opinion that alcohol and work do not go together and for this reason it is essential to follow a clear policy.

On the basis of a literature review it must be assumed that also among the personnel of TU/e there is a percentage affected by problematic alcohol consumption.

No estimates have been made about the number of personnel at TU/e with a problem caused by excessive alcohol consumption and are unable to perform as they should.

## 2. Contours of a policy concerning alcohol and work

The policy is founded on four principles:

- a. Timely signaling of problematic alcohol consumption;
- b. A clear and consistent system of measures with the elements of prevention, return to work after treatment and, if necessary, termination of employment;
- c. Rules governing serving alcohol during formal and informal gatherings;
- d. Widespread provision of information about the policy. Details in brief are given below.

### Ad.a. Signaling

In practice, it appears the immediate working environment of the person concerned is already long aware of the regular excessive consumption of alcohol but tends to cover the problem up and not let others know about it. However, due to this kind of behavior the problematic consumption of alcohol often only comes to light at the moment that there is no way back.

In the interest of the person concerned timely signaling is desirable: this then allows more possibilities to undertake specific treatment for the alcohol problem. All this means that attention should be given to providing good information about the consequences of problematic alcohol consumption, about the symptoms that can be recognized and the need for timely signaling (in the interests of the person concerned).

### Ad.b. Measures

Those charged with the responsibility for taking measures will in such cases be those that have to make clear to those concerned that excessive alcohol consumption cannot be tolerated. If it relates to an incidental occasion, then it should normally be adequate to have a clear conversation with reference to the possible disciplinary measures that could be taken in the event of a recurrence.

If it relates to a regular pattern then in consultation with the relevant experts and the person concerned a line will have to be taken that leads primarily to enabling the person concerned to resume work as normal following treatment but also that termination of employment could result if treatment is no longer feasible or effective or if the person concerned refuses to cooperate (further) in the treatment.

This line is illustrated in the chart "Procedure for alcohol problem" below. The steps shown in the chart will be taken always bearing in mind the relevant applicable legal regulations.

**Ad.c. Rules governing the serving of alcohol**

Responsible alcohol consumption has a social function. Given this and the fact that the vast majority of personnel are every capable of consuming alcohol in a responsible manner, it would be taking things too far to impose any kind of "prohibition".

However, in view of the proposition that alcohol and work are not good bedfellows, the serving of alcohol must occur at such times that this proposition can remain intact.

The commencement times of formal gatherings at which alcohol is served (receptions, etc.) will therefore be from 17.00 hours unless the administrator concerned allows an exemption.

The same rule applies to informal gatherings.

Also the administrator may explicitly designate those places where alcohol may be served.

## Procedure for alcohol problem

