

OBJECTIVE SIGNS OF IMPAIRMENT

Balance/Walking

- Normal
- Staggering
- Swaying
- Stumbling

Speech

- Unusually slow
- Unusually fast
- Angry
- Other: _____

Appearance

- Normal
- Dilated pupils
- Sunglasses worn indoors
- Red eyes
- Dry mouth
- Shortness of breath
- Runny nose/sniffing
- Sweating
- Crying
- Flushed face/pale
- Odor of alcohol
- Odor of marijuana
- Other: _____

Behavior

- Normal
- Sleepy
- Hostile
- Confused
- Moves slowly
- Involved in accidents
- Near miss of serious accident
- Wide mood swings
- Takes risks that endanger others
- Cannot control equipment
- Refuses to do assigned work
- Increased/repetitive errors
- Lack of concentration
- Waste of materials/damage to equipment
- Engages in arguments
- Verbal abusiveness
- Physical abusiveness
- Memory problems/losses
- Unexplained disappearances
- Long breaks or lunches
- Other: _____

Physical Evidence/Miscellaneous Observations

- Alcohol
- Drugs (suspected)
- Drug paraphernalia

Employee Name

Manager completing the form

Date