

# 5 STEPS

## FOR EMPLOYERS TO COMBAT THE OPIOID CRISIS IN THE WORKPLACE

An estimated **1.7 million** U.S. residents suffer from substance use disorders related to prescription opioids.<sup>1</sup>

**11.4 million** Americans misuse prescription opioids.<sup>2</sup>

**400,000 deaths**  
from overdoses involving opioids from 1999–2017.<sup>3</sup>

In 2012, enough prescriptions were written that **every American** could have their own bottle of pills.<sup>4</sup>

### 1 HAVE A CLEARLY WRITTEN POLICY

A good policy has a clearly defined purpose, is reviewed on an annual basis, and is custom created to ensure compliance with state laws, federal regulations, and applicable case law.

### 2 EDUCATE YOUR EMPLOYEES

Employee education programs should, at a minimum, cover addiction, the effects and dangers of substances of abuse, company policies and procedures pertaining to substance abuse, and obtaining treatment.

### 3 TRAIN YOUR SUPERVISORS

Supervisor training should include, at a minimum, information on company policy, policy implementation and maintenance, signs and symptoms of drug and alcohol use and abuse, and employee referrals.

### 4 CREATE AN EMPLOYEE ASSISTANCE PROGRAM (EAP)

Any treatment program counts as an EAP, whether it means counseling, problem resolution, or rehabilitation.

### 5 DRUG TEST REGULARLY

Identify your company drug and alcohol testing objectives, choose a testing provider, implement a custom drug testing policy, and where legal, implement a random testing program.

1. National Institute on Drug Abuse. Opioid Overdose Crisis, accessed 20 May 2019. <https://www.drugabuse.gov/drugs-abuse/opioids/opioid-overdose-crisis>

2. *Id.*

3. Centers for Disease Control and Protection. Understanding the Epidemic, accessed 20 May 2019. <https://www.cdc.gov/drugoverdose/epidemic/index.html>

4. American Society of Addiction Medicine. Opioid Addiction 2016 Facts & Figures, accessed 20 May 2019. <https://www.asam.org/docs/default-source/advocacy/opioid-addiction-disease-facts-figures.pdf>

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