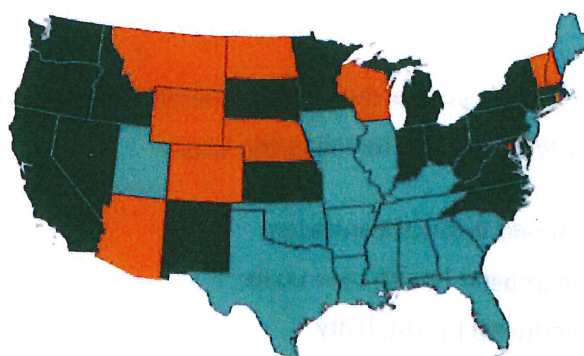


## Take Action in Your Workplace

Employers can avoid significant costs if they can assist their employees in receiving treatment for a substance use disorder. While the savings vary by industry, the average one year cost avoidance for each employee who recovers from a substance use disorder is more than \$3,200.

### State Level Prevalence of Substance Use

Prevalence is based on the three-year average of any substance use reported as part of the annual National Survey on Drug Use and Health from 2012 to 2014.



**10-13% ABOVE NATIONAL INCIDENCE**  
**9% AT NATIONAL INCIDENCE**  
**7-9% BELOW NATIONAL INCIDENCE**

### Recovery Friendly Workplace Programs Should Include Five Key Elements:

1. **A clear, written policy**
2. **Employee education/Stigma reduction**
3. **Supervisor training**
4. **Employee support programs/access to evidence-based treatment**
5. **Drug testing**

#### What Employers Can Do

Be proactive. Re-evaluate policies. Learn about the ways your workplace can become recovery friendly.

#### Learn About the Issue

Educate yourself about the disease of addiction and its costs—both to society and to employers.

#### Update Your Workplace Program

Ready to create a recovery friendly workplace? These simple, specific steps can help you get started.

#### Structure Benefits to Address Substance Use Disorder

Optimize the medical insurance you offer to employees, and learn about cost-effective prevention and treatment options.

#### Employee Engagements

Erase stigma and promote recovery by informing and empowering your employees.

#### Real Cost Methodology Paper

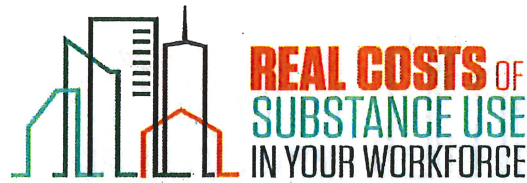
Get a detailed description of the methods used to develop and implement the Substance Use Calculator for Businesses.

Find more resources to support employers at <http://www.shatterproof.org/take-action-in-the-workplace>



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## ***Everyone pays the price for addiction – including employers***

*Find out how much substance use is costing you – and what you can do to change it.*

Employees who misuse or abuse prescription drugs have healthcare costs 3 times that of an average employee.

Since substance use disorders cost an estimated \$440 billion annually, odds are good you're paying part of that bill.

Whether it's your employee or a family member who has the addiction, your business pays for substance use disorder in any of the following ways:

- Missed work/absenteeism
- Increased health care costs
- Reduced productivity
- Turnover/employee replacement
- Disability and workman's compensation
- Lower morale for affected colleagues

All those costs add up, decreasing your profits. So, how do you learn how much substance use is costing your organization – and what can you do about it? That's where the Real Costs of Substance Use in Your Workforce Cost Calculator comes in.

Workers in recovery miss

**5 DAYS  
LESS  
WORK**  
per year  
than workers with a SUD

***Based on scientific evidence, Real Costs of Substance Use in Your Workforce is a practical, easy-to-use tool that shows you exactly what effect substance use disorder is having on your business, your corporate culture, and your bottom line.***

Real Costs of Substance Use in Your Workforce helps you understand the average costs associated with substance use disorders and benefits of taking research-proven steps to help employees with substance use problems – while increasing the safety, health, and productivity of your workforce.

***Learn more and access the tool at [nsc.org/drugsatwork](https://nsc.org/drugsatwork)***



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