

Toolkit for Employers: Substance Use and the Workplace

ACCESS THE FOLLOWING EMPLOYER TOOLKIT DOCUMENTS AT
<https://www.mychoicematters.net/employer-toolkit/>

Click on a sub-section for more information.

Section 1. General Information on Substance Use

- 1.1 Surgeon General Calls on Employers to Combat Opioid Epidemic
- 1.2 Real Cost of Substance Use
- 1.3 Facing Addiction in America: General Facts and Recommendations
- 1.4 Opioid Use Disorder (OUD) Facts

Section 2. Workplace Policies: Injury Prevention

- 2.1 Total Worker Health
- 2.2 Seven Ways to Improve Operations without Sacrificing Worker Safety
- 2.3 OSHA Recommended Practices for Safety and Health Programs

Section 3. Workplace Policies: Benefits and Employee Assistance

- 3.1 An Employers Guide to Workplace Substance Abuse
- 3.2a The Proactive Role Employers Can Take: Opioids in the Workplace
- 3.2b Request an Employer Toolkit NSC
- 3.3a to 3.3d Plan, Develop, and Implement a Workplace Drug Policy (Sample)
- 3.4 Benefits Toolkit: Addressing Opioids in the Workplace (Sample)
- 3.5 About Employee Assistance Programs (EAPs)
- 3.6 REACH EAP for Cape Cod

Section 4. The Law and Substance Use

- 4.1 Opioid Epidemic & Workplaces: Summary of Employment Law Considerations
- 4.2 Employment Law Presentation and Sample Policies:
 - Reasonable Accommodation Policy (Sample)
 - Massachusetts Sick Time Policy (Sample)
 - Massachusetts Substance Use Policy (Sample)
 - Last Chance Agreement (Sample)

Section 5. Additional Resources and Information

- 5.1 Surgeon General's Advisory on Naloxone
- 5.2 Employers Urged to Stock Opioid Overdose Antidote
- 5.3 Finding Quality Treatment for Substance Use Disorders
- 5.4 How to Recognize and Respond to an Opioid Overdose (Flyer)

What is substance misuse in your workforce costing you?



Try the National Safety Council's Cost Calculator:
www.nsc.org/forms/substance-use-employer-calculator

Are you concerned about yourself or someone else?

Learn more about addiction and how you can help.

Massachusetts Substance Use Information and Education Helpline

800-327-5050 (confidential) www.helpline-online.com

Substance Use Resources and Information for Cape Cod [Barnstable County Substance Use Resource Guide](#) *Download and print the .pdf*

Gosnold on CapeCod www.gosnold.org

Learn to Cope www.learn2cope.org

Parents Supporting Parents
[Parents-Supporting-Parents-FB](#)

Opioid Overdose Education and Naloxone Training

Naloxone can temporarily reverse the effects of an opiate overdose

Training and Naloxone Distribution

- ☐ **AIDS Support Group of Cape Cod** (free) – www.asgcc.org
- ☐ **Learn to Cope** (free) – www.learn2cope.org/

Naloxone (“Narcan”) can be purchased from pharmacies (cost is based on insurance; no prescription is needed; call ahead)

Mashpee Substance Use Drop-In Night
First Tuesday of every month at Mashpee Public Library- 4-7pm (free). [Connect to support and treatment.](#)

National Institute on Drug Abuse

www.drugabuse.gov

Substance Abuse and Mental Health Services Administration
www.samhsa.gov

Massachusetts Opioid Addiction State Initiative
www.mass.gov/StopAddiction

Barnstable County Regional Substance Use Council (RSAC) E-Newsletter Sign-Up
[RSAC-Newsletter](#)



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