

# Recovery & Social Support

*Workplace Guidelines to Prevent Opioid & Substance Abuse*

## At a glance...

The goal of return to work policies for employees with Substance Use Disorders is to create a system of support within the workplace and accountability of the returning employee to resume their usual work activities. Recovery is a process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential. The organization's mission statement should prohibit stigma and enforce recovery friendly workplace policies.

## POLICIES

---

- Have non-punitive drug testing policies and return to work agreements
- The role of EAP/MAP (and substance abuse professionals) for assessing workers with positive drug tests and recommendations for treatment and return to work.
- Flexible leave of absence policies to allow time to receive outpatient treatments
- Have modified duty options if possible

## TRAINING

---

- The role of Narcan: Importance of training and availability of Narcan (naloxone) on the worksite

## CULTURE

---

- Promote a healthy workplace culture that does not tolerate stigma and discrimination for people in recovery for substance use conditions
- Provide consistent destigmatized messaging about mental health and substance use disorders and resources available into company and union organization communications