



INDIANA WORKFORCE RECOVERY

ACTIONS EMPLOYERS CAN TAKE TODAY

The Wellness Council of Indiana recommends employers implement the following actions to address opioid misuse in the workplace. A comprehensive approach includes efforts to improve awareness, update company policies and offer support. Once established, these changes should result in reduced health care costs, turnover and employee absences; improved workplace culture, morale and wellness; and increased productivity and service measurements.

- 1. Review and update your company policy on prescription drug use in the workplace.** Many employers include drug screens for illegal drugs and have existing policies for illegal drug use, but few have policies to include prescription drug use at work or return to work policies. Identify what a drug free workplace means for your organization.
 - National Safety Council Employer Toolkit: www.nsc.org/work-safety/safety-topics/drugs-at-work
 - Substance Abuse and Mental Health Services Administration Drug Free Workplace Toolkit: www.samhsa.gov/workplace/toolkit
- 2. Offer employee education to raise awareness about opioid use and misuse.** Destigmatizing substance abuse disorders through education can encourage those in need to seek treatment. Provide employees resources for prescription drug takeback programs, alternative options for pain medication and online resources. Communicate new policies on prescription drug use in the workplace.
 - BitterPill.IN.gov for prescription takeback locator
 - Walgreens.com for takeback information
- 3. Review hiring and retention practices to accommodate workforce needs.** Update your screening process to include opioids. Use disorder treatment program. Include substance use disorder treatment in your Employee Assistance Program (EAP).
 - Indiana Next Level Recovery treatment locator: in.gov/recovery/index.html
 - Indiana Family & Social Services Administration for treatment locations and types: www.in.gov/fssa/addiction
 - Indiana Division of Mental Health & Addiction hotline: 800-662-HELP (4357)

