Toolkit for Employers: Substance Use and the Workplace

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

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 Employer's Guide to Workplace Substance Abuse
3.2 The Proactive Role Employers Can Take: Opioids in the Workplace
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 Cape Cod 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 is provided by:

- AIDS Support Group of Cape Cod (free) – www.asccc.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)

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

Barnstable County Department of Human Services
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October 2018
MARIJUANA & PARENTING
WHAT YOU NEED TO KNOW

Based on a report by Barnstable County Department of Human Services

IN MASSACHUSETTS, RECREATIONAL USE OF
MARIJUANA IS ILLEGAL FOR ANYONE UNDER 21.

TEEN BRAINS ARE STILL DEVELOPING
Marijuana use interferes with healthy brain development.

YOUTH WHO REGULARLY USE MAY HAVE
- Challenges learning
- Memory problems
- Anxiety & depression

MARIJUANA IS MUCH STRONGER NOW
Since 1995 THC content has tripled - this is not the pot that you grew up with.

TEENS SHOULDN'T USE MARIJUANA
Teens who use marijuana increase their risk of addiction to marijuana and other substances later in life.

DELAY FIRST USE AS LONG AS POSSIBLE
The longer teens delay first use and regular use, the less likely they are to become addicted.

WHAT TEENS BELIEVE
50% of Cape Cod youth who use marijuana believe their parents think it is okay. What parents say matters.
IF YOU USE MARIJUANA - HERE ARE SOME PARENTING TIPS

1. **WAIT**
   - Do not react or try to reason with them when they are under the influence. Make sure they're safe and then talk to them after the drug wears off.

2. **REMAIN CALM**
   - Let your child know that you care about them and love them. Speak with your child calmly and with concern. Getting upset won't help them talk to you.

3. **FIND OUT WHY**
   - Is your child stressed out, depressed or anxious? Are their friends using? Do they see you using? Ask them why.

4. **EXPECTATIONS**
   - Set boundaries and allow your child to help you set consequences. Be prepared for them to ask, "If you use, then why shouldn't I?"

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DID YOU KNOW?

80% of parents who use marijuana oppose use around their children.

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Based on Issue Brief 6: Marijuana Use and Parenting: What You Need to Know

Published by Barnstable County Department of Human Services
For more information go to www.bchumanservices.net
Also visit www.mychoicematters.net

c. March 2018