

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 Employers 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

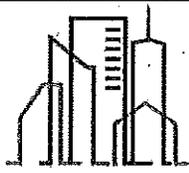
Section 4. The Law and Substance Use

- 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?



**REAL COSTS OF
SUBSTANCE USE
IN YOUR WORKFORCE**

A Substance Use Cost Calculator for Employers

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.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)

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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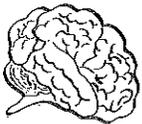
October 2018

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 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

TELL YOUR CHILDREN
YOU DON'T WANT
THEM TO USE.

DON'T USE SCARE
TACTICS
(THEY DON'T WORK).

STORE YOUR MARIJUANA
WHERE IT IS NOT ACCESSIBLE
TO CHILDREN OR TEENS.

HAVE ADEQUATE
SUPERVISION FOR THEM
IF YOU ARE USING.

DO NOT SMOKE INSIDE
YOUR HOME OR
AROUND CHILDREN.

**DID YOU
KNOW?**

80%

of parents who
use marijuana
oppose use
around their
children.

HOW TO RESPOND IF YOUR CHILD IS USING MARIJUANA

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?"

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



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