

Policy and Program Activities Across the Continuum of Care

Essential Elements	Prevention	Treatment	Recovery
<i>Build a Culture of Care</i>	Leadership demonstrates commitment to worker well-being via communications, policies, programs, and education.	Leadership demonstrates commitment to worker well-being via communications, policies, programs, and education.	Leadership demonstrates commitment to worker well-being via communications, policies, programs, and education.
<i>Employee Education</i>	Educate on opioid risks and non-opioid pain treatment options	Know signs of impairment and benefit of seeking help for self and encourage others	Learn non-stigma language for communication and use of naloxone
<i>Supervisor Training</i>	Educate on opioid risks and know safety sensitive tasks	Know signs of impairment, and how to talk to employees in need	Find appropriate accommodations to aid return to work
<i>Written Substance Use Policy</i>	Clearly state employee expectations on substance use	Policies include treatment for those with positive tests	Written return to work policies after substance use treatment
<i>Drug Testing Program</i>	Testing to deter employees from misusing alcohol and drugs	Refer positive tests to get help (employee or member assistance program or counseling)	State activities and return to work contract for a second chance program
<i>Healthcare and Pharmacy Coverage</i>	Screen for substance use (including opioids) and mental health issues	Cover non-opioid pain treatments and opioid prescription limits	Cover recovery treatment, medication for opioid use disorder, and behavioral counseling
<i>Employee or Member Assistance Program</i>	Train employees and supervisors on opioids and health behavior	Provide counseling and referral to services	Support employees during Critical Incident Response
<i>Legal: safety and work accommodations</i>	Provide safe and health working conditions for all workers	Protect privacy of individual medial information (HIPAA)	Have reasonable accommodations for those in recovery with limited ability