

Promoting Healthy Workplaces



70,067

drug overdose deaths occurred among the working age population, persons aged 15-64 years.

It is unknown how many were employed at the time of their death.

Source: Center for Disease Control and Prevention

Opioid Workplace Awareness Initiative

The opioid epidemic affects workplaces across Mississippi. However, workers in construction, farming, hospitality, manufacturing, and oil and gas are at greater risk for opioid misuse, dependency, and overdose.

Employers can play an important role in helping employees learn the warning signs of substance use disorder in themselves and coworkers, and providing education and information about how to find treatment and recovery options.

If you are ready to commit to employees in recovery, Stand Up Mississippi has resources to help you get started in our Opioid Workplace Awareness Initiative toolkit. Visit www.standupms.org.



Ideas for Recovery-Friendly Work Environments

1 Host an Employee Assistance Program (EAP)

An EAP is a work-based intervention program designed to provide employees with resources to manage personal issues that may adversely affect their performance on the job. Make sure your employees are aware of a available support options in the community.

2 Provide flexible work options.

Flexible work options such as opportunities to work remotely or take advantage of flexible hours can free up time for employees to attend recovery meetings, visit a therapist, and take care of other mental or physical health needs.

3 Host on-site Alcoholics Anonymous (AA) or Narcotics Anonymous (NA Meetings)

Regular participation in 12-step groups has been demonstrated to lead to better recovery outcomes. On-site meetings offered over lunch could make it easier for employees to participate in this recovery tool.

4 Encourage Healthy Work Hours

Working more than 50 hours each week could make an employee three times as likely to struggle with substance use disorder. Long hours could also lead to increased stress, which is a risk factor for addiction relapse.

Source: Flex Jobs

Common signs of substance use disorder include:

Withdrawal from activities. A person struggling with addiction might skip work functions or discontinue other hobbies or social activities that they previously enjoyed.

Failure to follow through on commitments. Opioid use disorder can affect sleep patterns and cause employees to become drowsy during everyday activities which could disrupt their ability to get their work done or complete other obligations.

Absenteeism and lack of motivation. Substance use disorder may also result in frequently missed days from work as well as decreased motivation on the job.

Source: The University of Michigan

- Reduced sense of pain
- Agitation, drowsiness or sedation
- Slurred speech
- Problems with attention and memory
- Constricted pupils
- Lack of awareness or inattention to surroundings
- Problems with coordination
- Depression
- Confusion
- Constipation

Other warning signs include

Source: The Mayo Clinic



Stand Up, Mississippi can help your employees find treatment and recovery.

Help is available for individuals with substance use disorder. Visit **StandUpMS.org** or call the DMH Helpline at 1.877.210.8513 to find treatment options.