



Respond Ready Workplace

Integrate naloxone into emergency preparedness programs and be ready to respond to overdose



- Respond Ready Workplace
- Overdoses at work
- Naloxone Overview
- Implementation Points
- Case Study
- Resources

Agenda

National Safety Council

America's Leading Nonprofit Safety Advocate

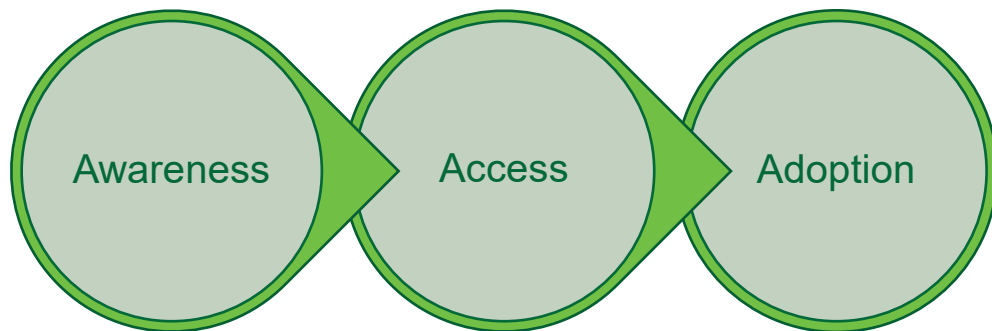
- Founded in 1913 After the Deadly Triangle Shirtwaist Factory Fire
- 13,000+ Member Companies Covering Over 41,000+ Worksites
- Eliminating Leading Causes of Preventable Death and Injury So People Can Live Their Fullest Lives
- Focus Efforts on Workplace and Roadway

**Save lives, from the
workplace to anyplace.™**



RespondReady an **nsc** program **WORKPLACE**[™]

NSC aims to reduce overdose deaths in worksites by supporting the access of naloxone, related training and support resources in workplaces through:



nsc.org/respondready

The Overdose Epidemic

107,941

People died from drug overdoses in 2022*

- Leading cause of preventable death in the U.S.
- Almost half of adults in the U.S. say they personally know at least one person who died from a drug overdose



Overdoses Are a Workplace Issue

Workplace Unintentional Overdose Deaths 2011-2022

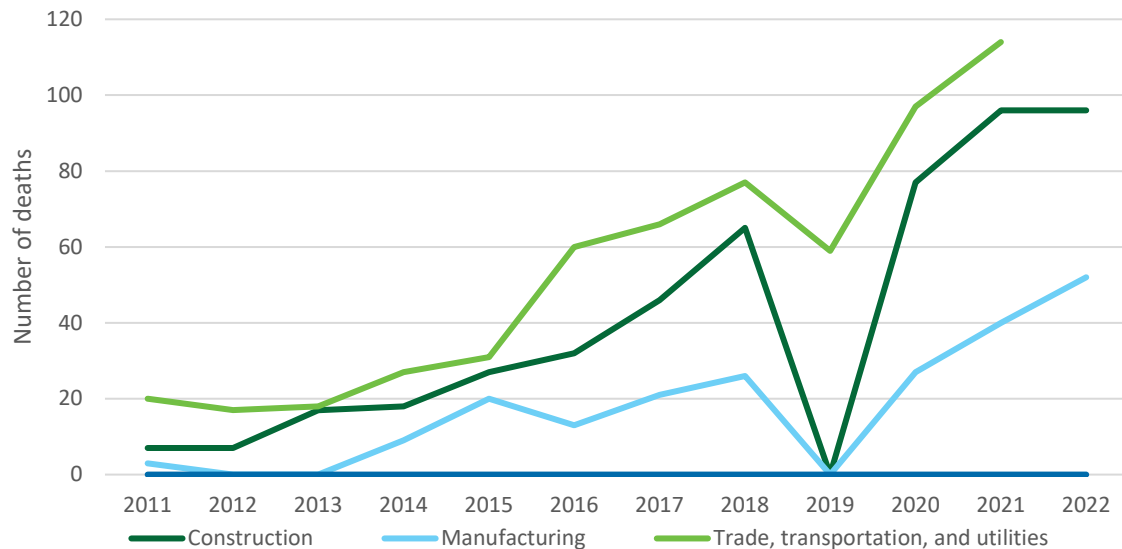
2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
73	65	82	114	165	217	272	305	313	388	464	525

Over 600% Increase Since 2011

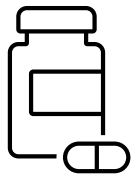
- Workplaces are a microcosm of society
- Overdoses account nearly **10%** of all workplace deaths
- EMS was activated **over 42,000** times for suspected opioid overdoses in the workplace in 2023

Industries Most Affected by Workplace Overdose

Nonmedical use of drugs or alcohol--unintentional overdose deaths



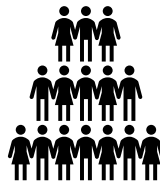
Workplace Substance Use & Misuse



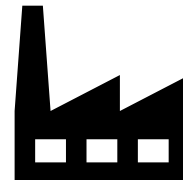
**9 million people
misused opioids in
2022**



**66% of people with
a SUD are in the
workforce**

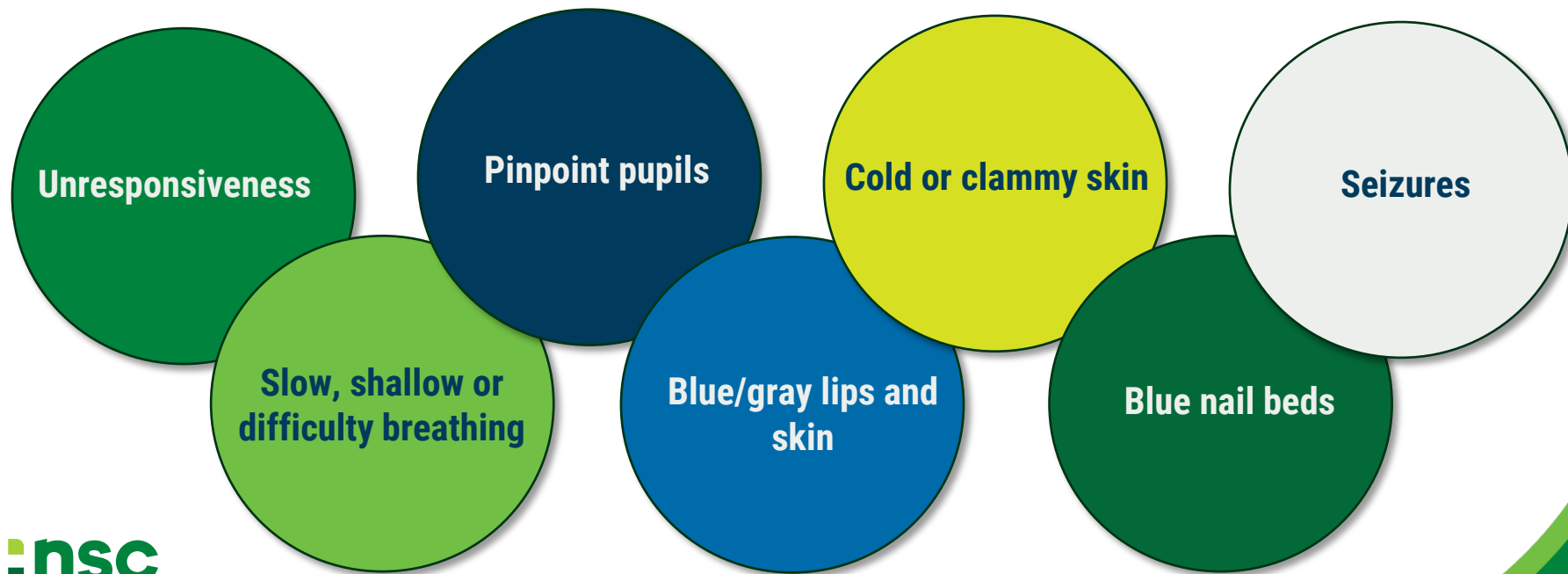


**One in 12 workers
has an untreated
SUD**



**89% of employers
are concerned
about the impact of
opioids on their
organization**

Recognize the Signs of an Opioid Overdose



Naloxone: An Overdose Preparedness Tool

- Opioids disrupt the brain's ability to regulate breathing
- Naloxone temporarily stops an opioid overdose, allowing a return to normal breathing
- Easy to administer – anyone can save a live!



Naloxone will not harm a person who is not having an opioid overdose

Steps to take

- Make sure the area is safe



What Happens After Naloxone?

Once the person starts breathing again, they might experience:

- Disorientation
- Confusion
- Headache
- Nausea

What responders can do:

- Talk calmly & gently
- Move hazards out of the way
- Reassure the person that they are safe
- Comfort the person & explain what is happening

Naloxone MythBusters: True or False?

Only people with an addiction can overdose



Naloxone encourages people to take drugs



Multiple doses of naloxone may be needed to reverse an overdose



Giving someone naloxone will not harm them if they are not experiencing an opioid overdose



Cost Benefit of Addressing Substance Use

- Fatal opioid overdoses and opioid use disorder cost the United States **\$1.02 trillion** in 2017
- Employers can save an **Average of \$8,500** for supporting each employee in recovery from substance use disorder



NSC Employer Cost Calculator SUBSTANCE USE



Annual costs based on location in IL, 100 employees, & construction industry

Substance Use & Stigma

Negative, prejudicial, unfair,
biased beliefs a person,
society or group has about
substance use and people
who use substances

According to Shatterproof survey
research:



Almost 3 in 4 respondents
find someone currently
using substances to be
untrustworthy



One in three are unwilling to
move next door to a
person currently using
substances or have them as
a personal friend

More than
50%

Over half of respondents
indicated that a person's
SUD is caused by their own
bad character or lack
of moral strength

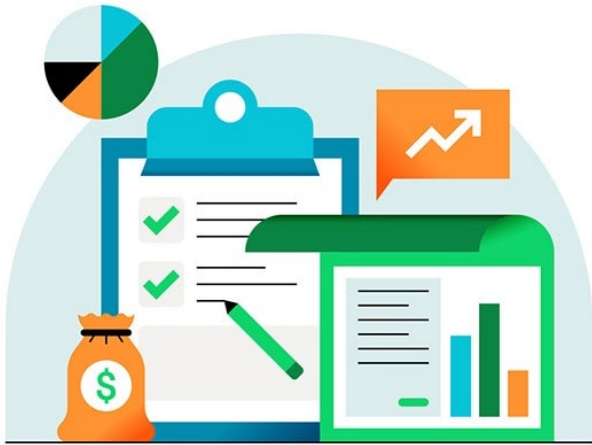


3 in 4 respondents do not
believe that a person
with a SUD is experiencing
a chronic medical illness

How can you create an opioid overdose response program in your workplace?



Action 1: Plan



- Conduct a risk assessment
- Foster organizational buy-in
- Set up a working group
- Combat stigma and educate employees by integrating opioid and overdose content into safety education
- Set your policy

Naloxone Policy Considerations

Storage & maintenance	<ul style="list-style-type: none">• Doses needed• Proper storage
Education	<ul style="list-style-type: none">• Education on opioids and substance use• Training requirements on overdose and naloxone use (who & when)
Workplace procedures	<ul style="list-style-type: none">• Record management• Staff roles• Program maintenance• Communication of policy
Workplace supports and benefits	<ul style="list-style-type: none">• Resources such as EAPs, treatment, peer-support, etc.• Fair-chance policies• Recovery-ready workplace

Review all policies with legal professionals

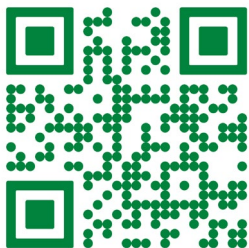
Action 2: Provide



- Refer back to risk assessment and policy to determine how many doses are needed
- Obtain naloxone for all work locations once vendor is identified

Obtaining Naloxone

Share
Community
Accessibly
Resources with
Employees for
Personal
Supplies



- Having naloxone provides a chance for recovery – it does not increase opioid use
- How do I get naloxone?
 - Bulk order with Emergent BioSolutions – **discount through NSC**
 - Local harm reduction organizations & health departments
 - Local pharmacies & drug stores

Storage Considerations

- Could be stored in first aid kits or other accessible locations such as AED cabinets
- Doses needed depend on worker density – 2 dose minimum per kit
- Avoid above 104 degrees and under 32 degrees*
- Expiration date approximately every 4 years*



Action 3: Train



- Naloxone nasal spray is very easy to use – train all employees!
- Important to train on signs of an opioid overdose & how to administer naloxone
- Activate emergency response

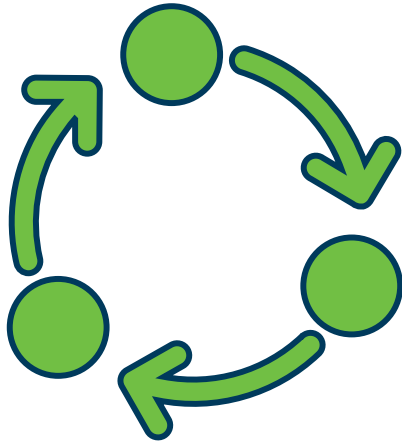
Free NSC eLearning



- Uniquely tailored for the workplace
- Includes hands-only CPR
- Interactive training on how to administer naloxone



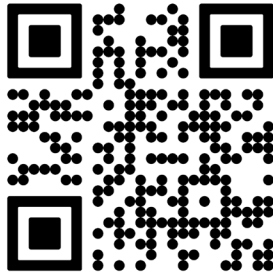
Action 4: Maintain



- Support both overdose victim and bystanders after an overdose occurs
- Data management related to naloxone use and overdose
- Integrate product replacement plan and training requirements into existing update cycles
- Continued stigma reduction & education
- Evaluate program

Implementation Guide

This guide provides an example process you can use to create an opioid overdose response program and connects you with resources you may need as you develop your program



Lead the Way – Through the Workplace to Anyplace

Utilize opioid settlement funds to purchase a bundled service package from the National Safety Council. This package includes essential training and equipment related to opioid overdose response, workplace safety, and emergency preparedness.

NSC believes that this approach is aligned with some of the guiding principles recommended by Johns Hopkins for use of opioid funds.

Johns Hopkins Guiding Principles – To Guide Jurisdictions in Use of Opioid Litigation Funds:

- **Spend Money to Save Lives**
- **Use Evidence to Guide Spending**
- Invest in Youth Prevention
- Focus on Racial Equity
- Develop a Fair and Transparent Process for Deciding where to Spend the Funding

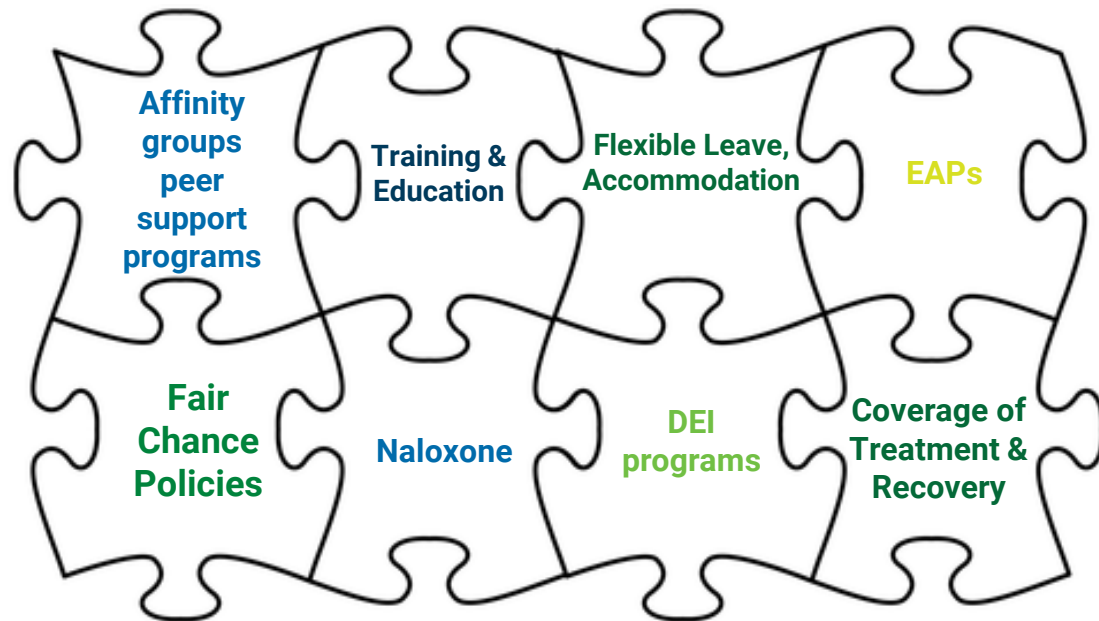
Union County NJ Case Study:

Program Components:

- First Aid, CPR, AED Training
- First Aid Kit
- AED
- Assistance with access to naloxone
- Access to NSC free Wellbeing Hub
- Free eLearning on naloxone administration
- Access to Impairment Recognition and Response Training

Employers' Role

Naloxone is One Piece of a Comprehensive Substance Use & Mental Health Workplace Program



Be a Recovery Advocate!

Overdose and substance misuse impacts everyone

- Learn more about recovery-supportive workplace policies
- Encourage people in their recovery
- Use non-stigmatizing language and provide nonjudgmental support
- Carry naloxone
- Reach out to your employee assistance program





Recovery Supportive Workplaces

- Reduce the costs associated with turnover, productivity losses, health service utilization & injury or accident risk due to substance-related impairment:
- The turnover rate for employees in recovery is **12% lower** than the overall average
- **Only 42%** of employers are aware of 'Recovery Ready' / 'Recovery Friendly' workplaces

White House Challenge

The White House Challenge to Save Lives from Overdose is a nationwide call-to-action to stakeholders across all sectors to commit to save lives by increasing training on and access to life-saving opioid overdose reversal medications.

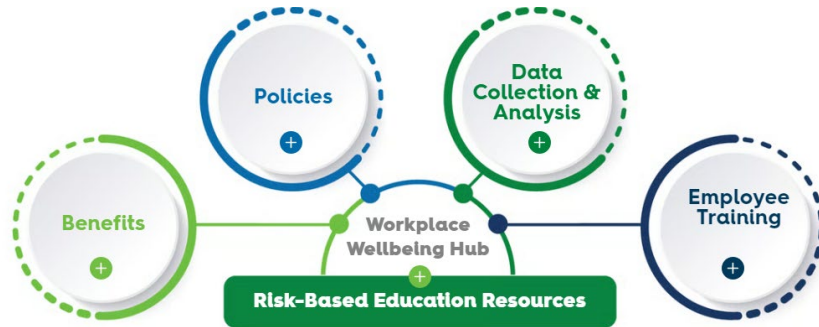
Consider signing up to share your commitment or tell your story



whitehouse.gov/savelivesfromoverdose

"Wellbeing means building safe workplaces that are also **engines for health and wellness**, that show workers that they matter, that their work matters, and that have the resources and support necessary to be safe and flourish."

-Surgeon General



NOW AVAILABLE!
nsc.org/wellbeinghub

Includes actionable tools including a benefits checklist, sample policies, a guide to how to collect and use EAP data and more!



Addressing overdose deaths at work by supporting access to naloxone as well as providing related training and resources



Interactive eLearning on the administration of naloxone and hands only CPR

Implementation guide to create an opioid overdose response program

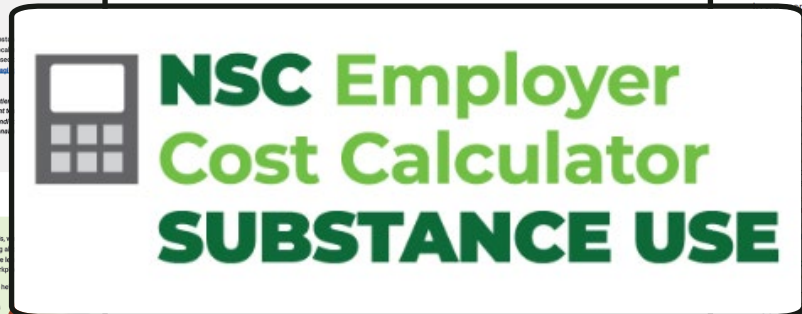


Access partnership with Emergent –purchase Narcan through NSC link and receive a discount and free shipping.

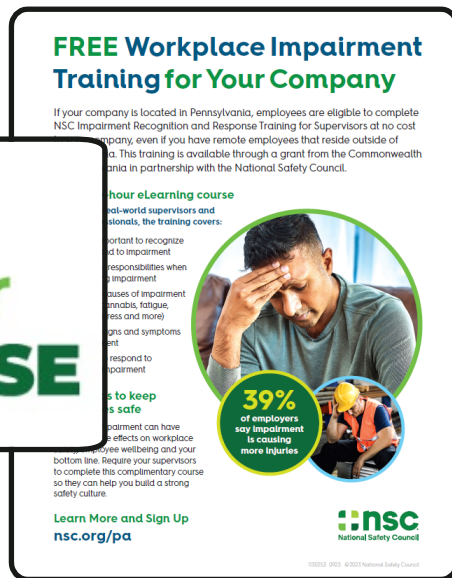
Related NSC Resources



nsc.org/connect2prevent



nsc.org/drugsatwork



nsc.org/impairmenttraining

Call to Action!

- Implement a Program
- Utilize Opioid Settlement Funds
- Use NSC Free Resources
- Carry Naloxone and be Ready to Save a Life



**Save lives, from the
workplace to anyplace.™**

respondready@nsc.org

Thank you!

Citations

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