



International

A Merkle Company

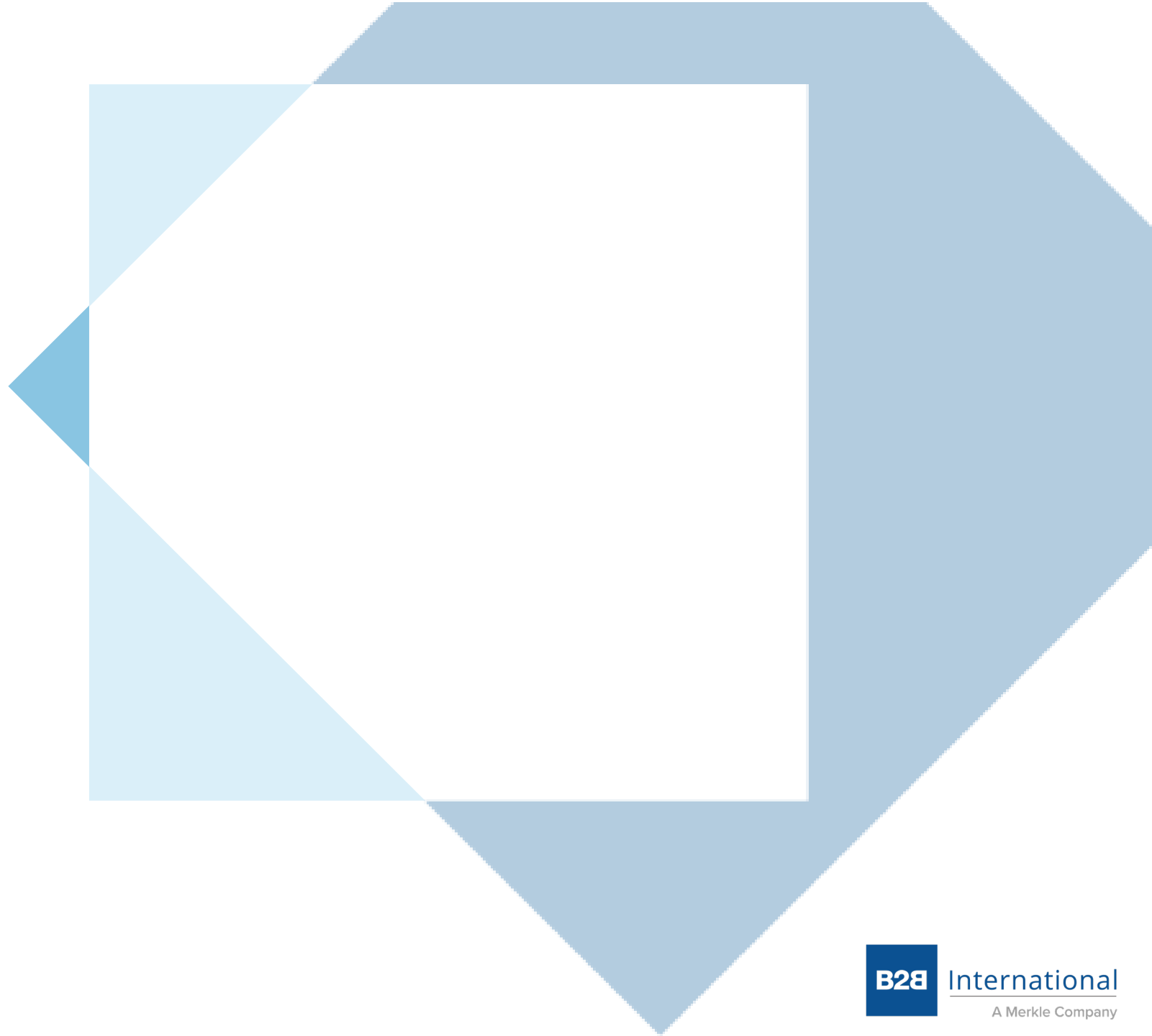
# Understanding Perceptions And Usage Of Naloxone In The Workplace

Data collection timeline: January 2024





# Respondent Profile



## Key Terms (As Defined At The Beginning Of The Survey)



**Substance Use Disorder (SUD):** A complex condition in which there is uncontrolled use of a substance despite harmful consequence. Substance use disorder occurs when an individual compulsively misuses drugs or alcohol and continues misusing the substance despite knowing the negative impact it has on their life.



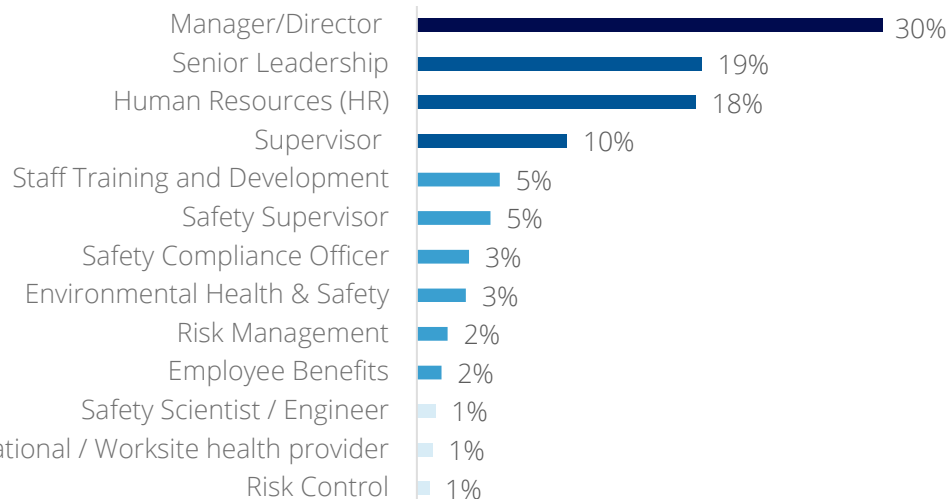
**Opioid Use Disorder (OUD):** Opioid use disorder is a specific type of substance use disorder, in which there is uncontrolled use of opioids despite harmful consequence. A diagnosis of OUD is based on specific criteria such as successful efforts to cut down or control use or use resulting in a failure to fulfill obligations at work, school, or home, among other criteria. It can lead to overdose and death.

502

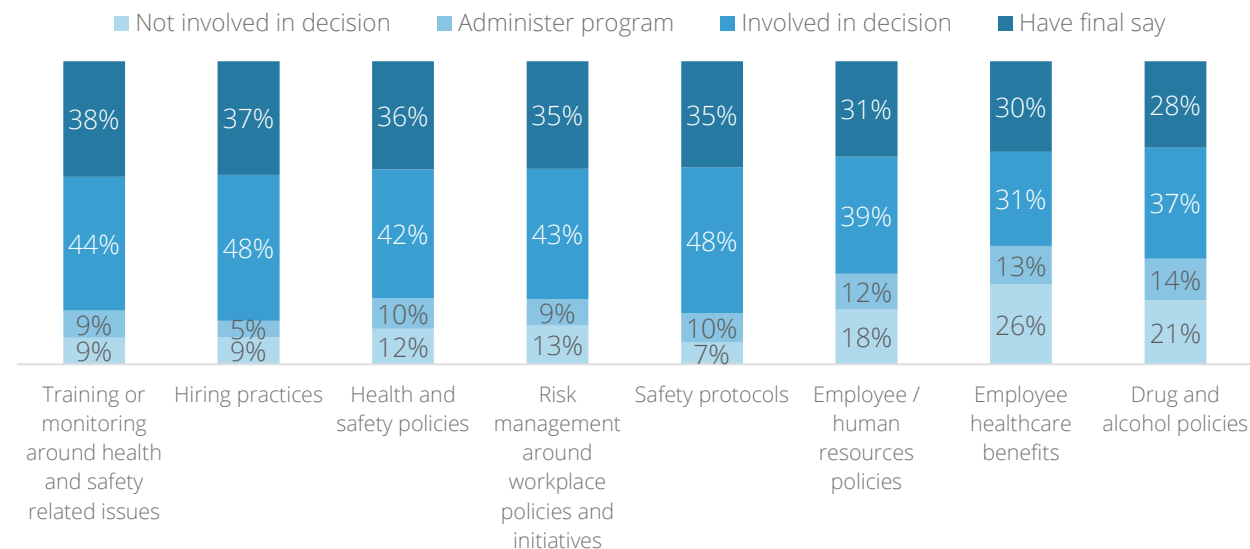
Employers Surveyed

# Profiling Employers: Firmographics & Demographics

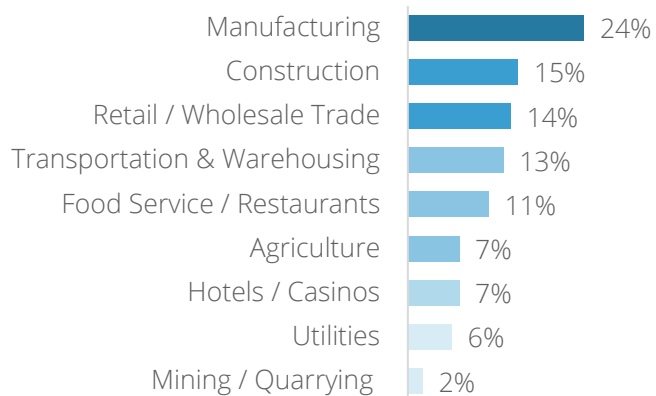
## Job Role



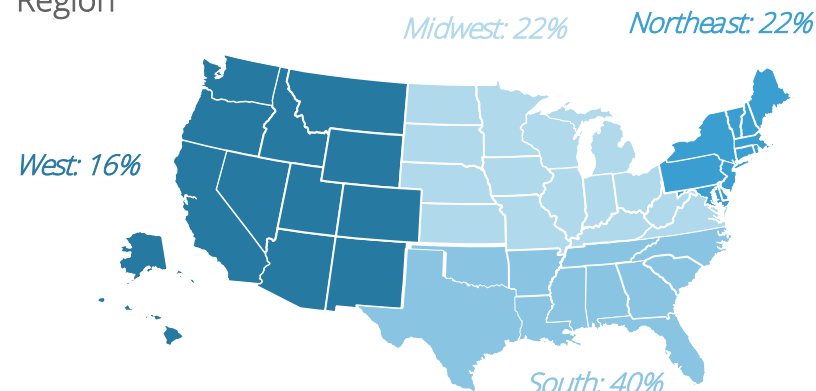
## Decision Making Responsibility



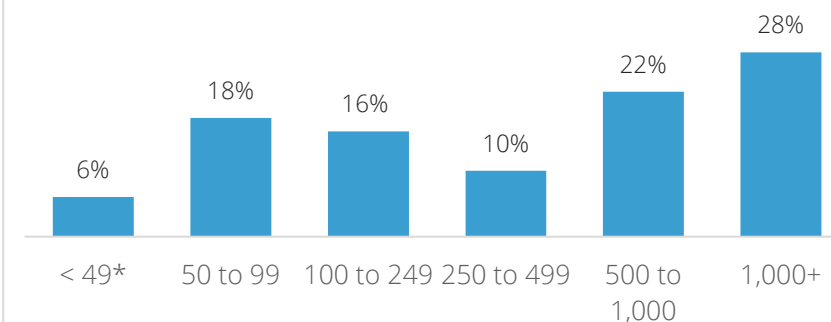
## Industry



## Region



## Number of Employees



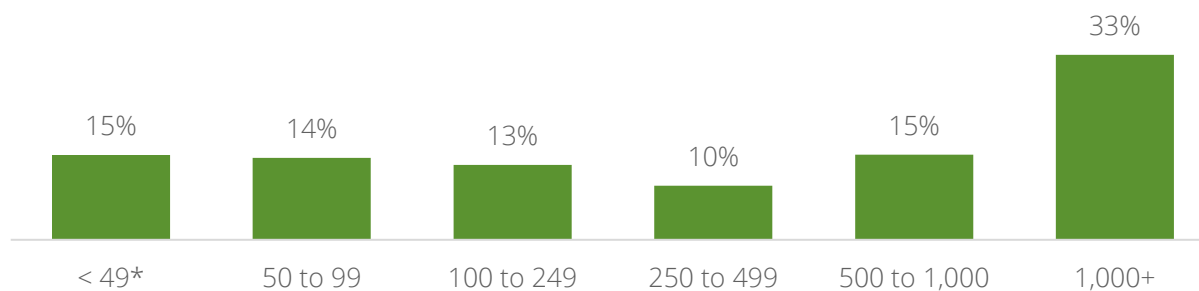
\* Companies with <50 employees were capped at n=50 with the exception of agriculture which was allowed to continue.

815

Employees Surveyed

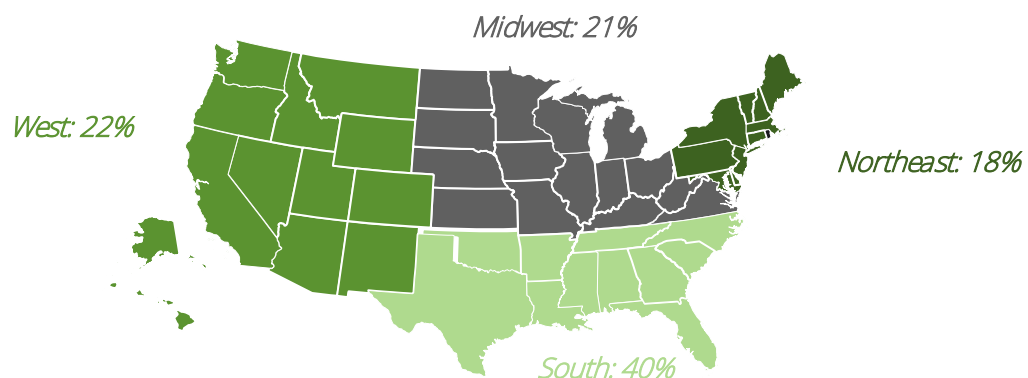
## Profiling Employees: Firmographics

### Number of Employees

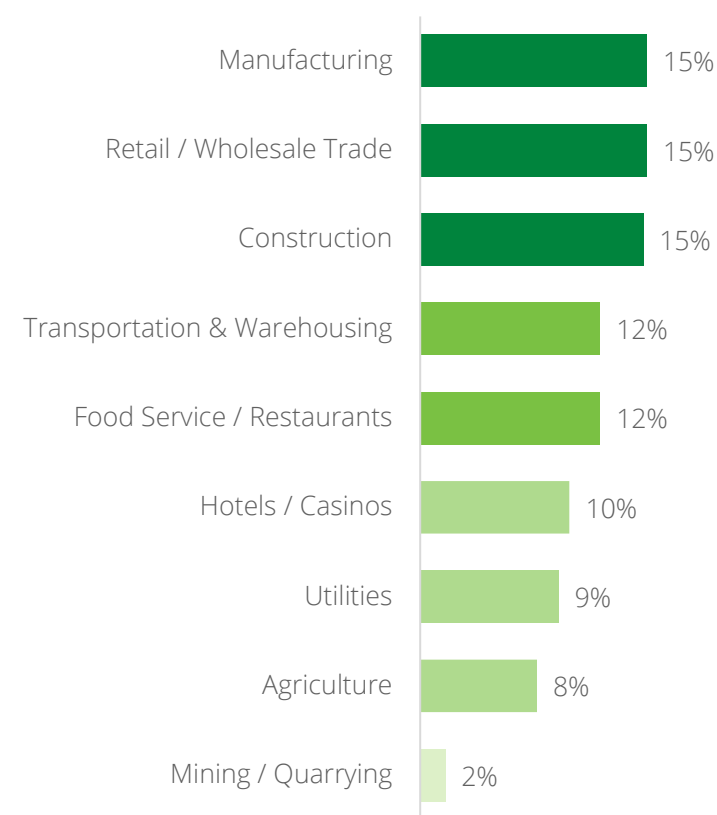


\* Companies with <50 employees were capped at n=50 with the exception of agriculture which was allowed to continue.

### Region



### Industry

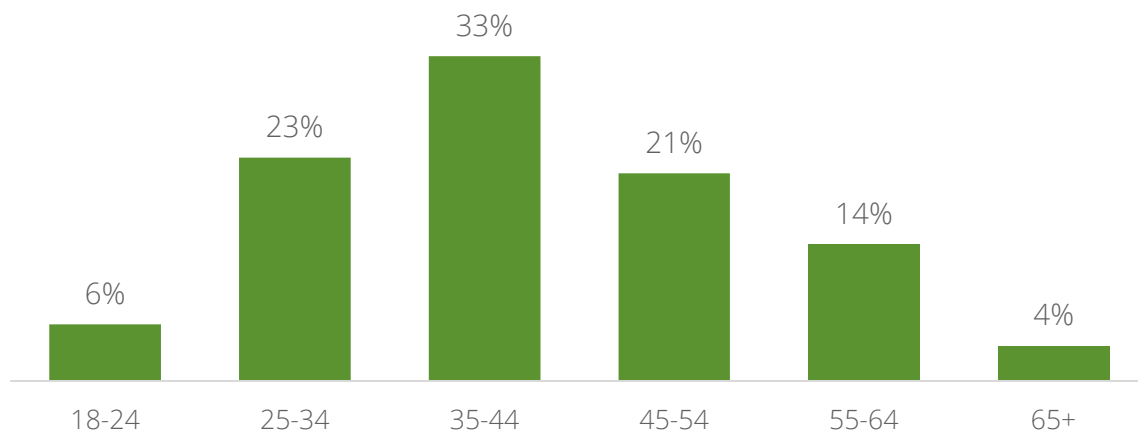


815

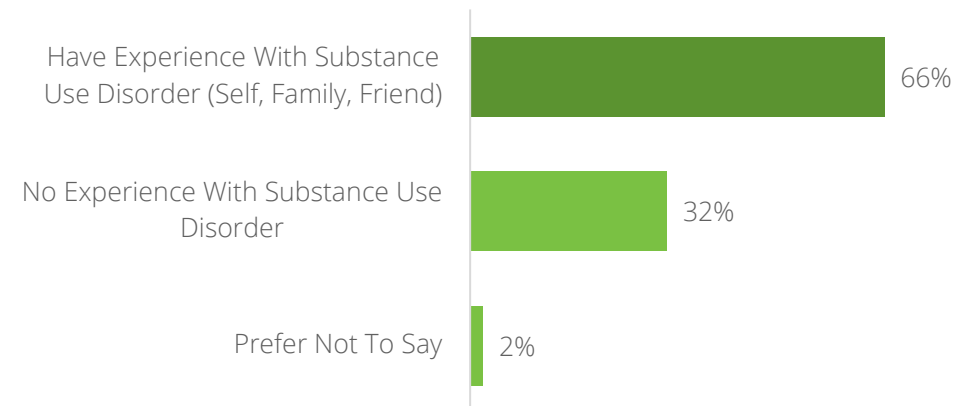
Employees Surveyed

## Profiling Employees: Demographics

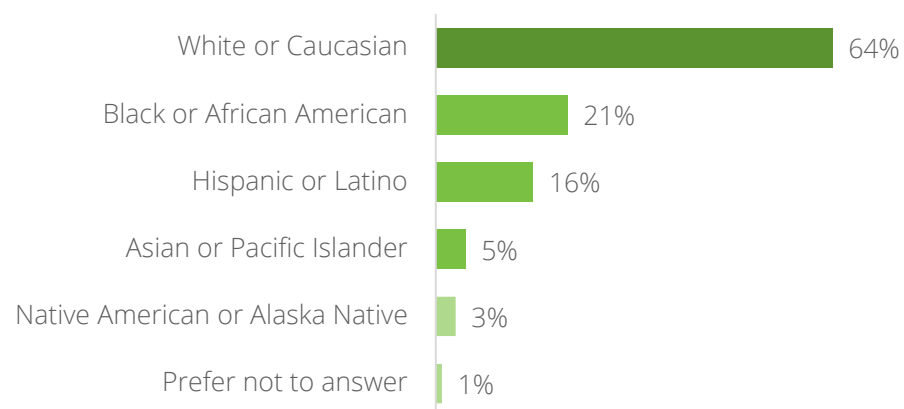
### Age



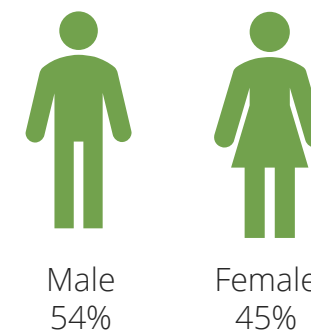
### Personal Experience With Substance Use Disorder



### Ethnicity



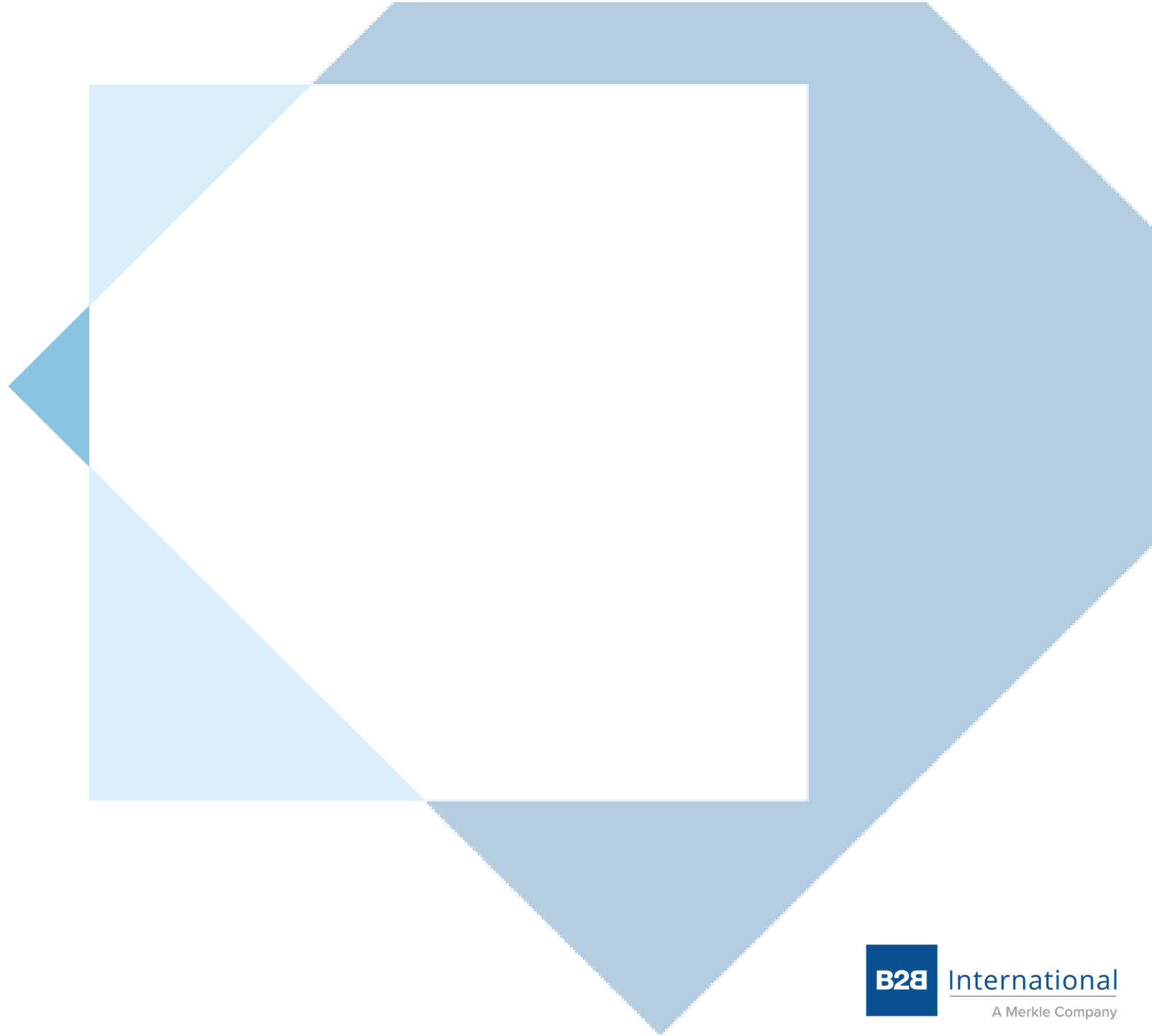
### Gender



(Non-binary / third gender, self-describe, prefer not to answer 1%)

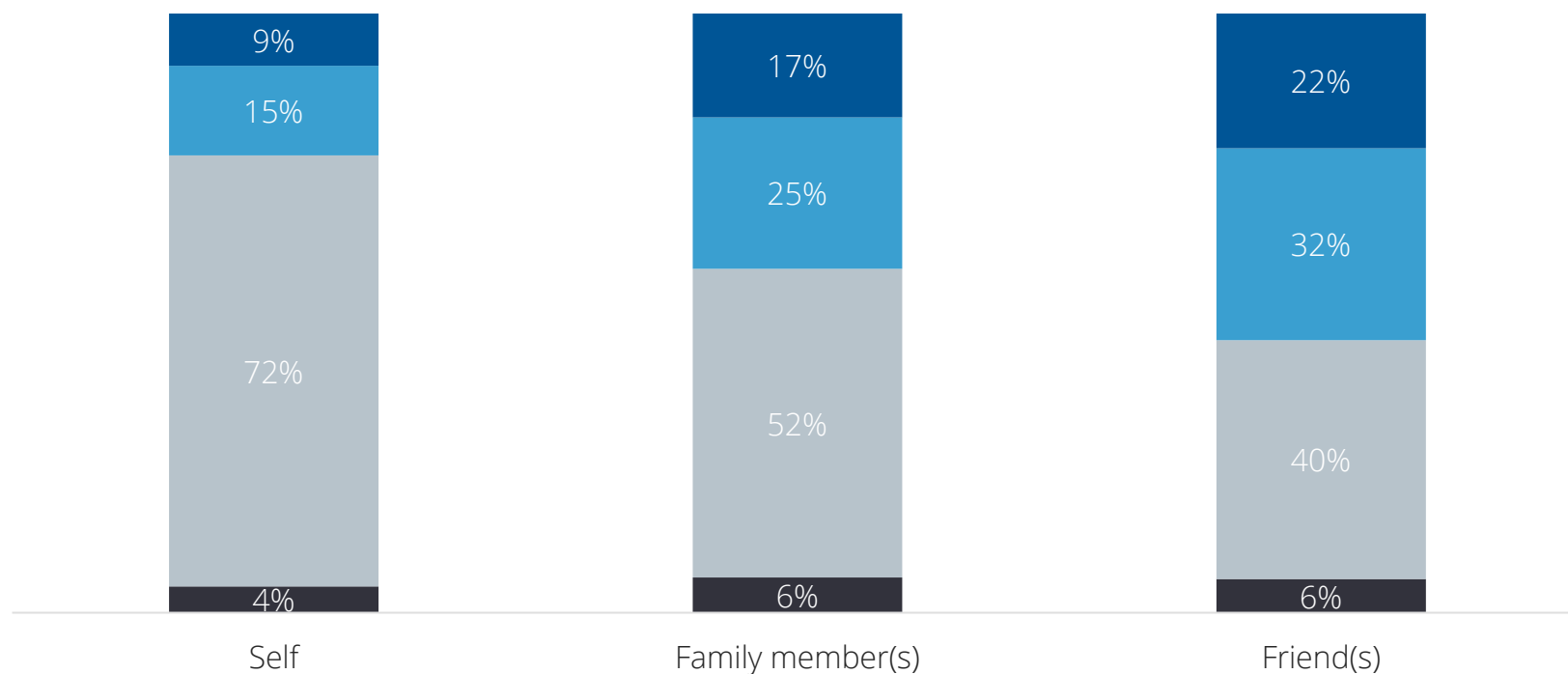


## Key Learnings And Considerations



*Which of the following best describes your personal experience with substance use disorder?*




- Currently Experiencing Substance Use Disorder
- In recovery from a Substance Use Disorder
- Never Experienced Substance Use Disorder
- Prefer Not To Answer





## Level Of Concern For Impact On The Organization

*Top 2 Box (Major / Minor Concern)*

	Worker Well-Being	Worker Mental Health	Fatigue	Alcohol Use	Other Drug Use	Opioid Use	Workplace Fatality	An Overdose	Cannabis Use	Workplace Violence
 Employers 2023	92% ↑	92% ↑	90% ↑	82% ↑	84% ↑	78% ↑	75% ↑	70% ↑	68% ↑	64% ↑
 Employers 2019	--	--	--	88%	83%	89% *	---	--	80%	--
 Employees	83% ↓	83% ↓	82% ↓	73% ↓	68% ↓	64% ↓	66% ↓	55% ↓	57% ↓	59% ↓

\* Note: Wording changed between waves. In 2019, Opioid use was asked as two questions prescription opioids (86% concerned) and heroin / fentanyl (74% concerned). These have been merged to create a combined response for comparison purposes.

↑ Sig. higher ↓ Sig. lower

Employers report increased absenteeism at work, greater occurrence of impaired job performance and more 'near miss' injuries / incidents compared to 2019.

	2019	2023
Absenteeism:	↓ 30%	45% ↑
Impaired Performance:	↓ 22%	30% ↑
Near Miss Injuries:	↓ 17%	26% ↑

There has also been a significant increase in opioids negatively impacting employee morale.

	2019	2023
Impact on Morale:	↓ 18%	30% ↑

Opioids Are Significantly More Likely To Be Negatively Impacting Job Performance



Incidence Of Opioid Overdoses Have Remained Relatively Consistent



Opioids In The Workplace Are More Likely To Be Negatively Impacting Morale



However, Positive Drug Tests & Employer Monitoring Of Opioid Use Has Increased



Percent Reporting An Opioid Overdose In The Workforce

Employer 2019:	8%
Employer 2023:	11%
Employee 2023:	9%

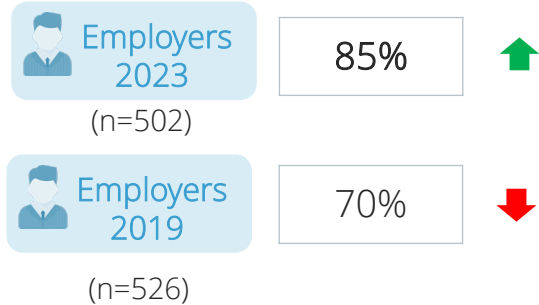
6 in 10 Employers report monitoring data about opioid use within their workplace, this is **nearly double** the share of Employers in 2019. Positive drug tests have jumped 20% since 2019.

Data Monitoring:	2019	2023
Total	--	60%
HR	↓ 33%	60% ↑
Positive Drug Tests:	2019	2023
	↓ 37%	57% ↑

↑ Sig. higher ↓ Sig. lower

## Level Of Preparedness Dealing With Opioid Use

Top 2 Box: Extremely Well / Somewhat Prepared



## Confidence In Addressing Opioid Use

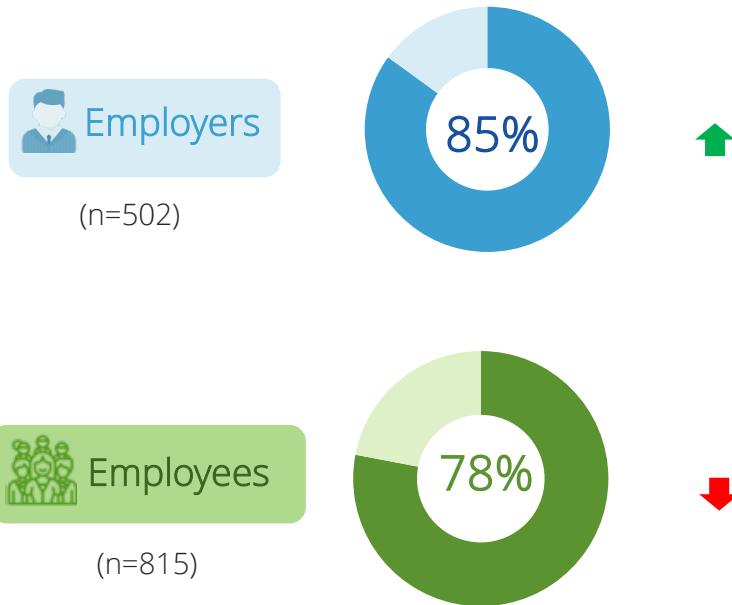
Top 2 Box: Very / Somewhat Confident

	Employers 2023 (n=502)	Employers 2019 (n=526)
There are procedures to follow if potentially impaired employees are identified	89% ↑	82% ↓
HR has policies and resources to deal with opioid use and misuse in the workplace	88% ↑	83% ↓
Supervisors / Mgmt. can identify potential impairment	87% ↑	75% ↓
Workers can identify potential impairment	85% ↑	68% ↓
There are procedures for Supv. / Mgmt. to follow if they identify workers misusing opioids	84% ↑	79% ↓
Supervisors / Mgmt. can identify warning signs of opioid misuse and addiction	84% ↑	68% ↓
Workers can identify warning signs of opioid misuse and addiction	82% ↑	60% ↓
There are processes to help workers return if receiving substance use treatment	80%	81%

\* Note: Attributes that remained consistent between 2019 and 2023 are displayed.

↑ Sig. higher ↓ Sig. lower

## Aware Of Naloxone Or Narcan

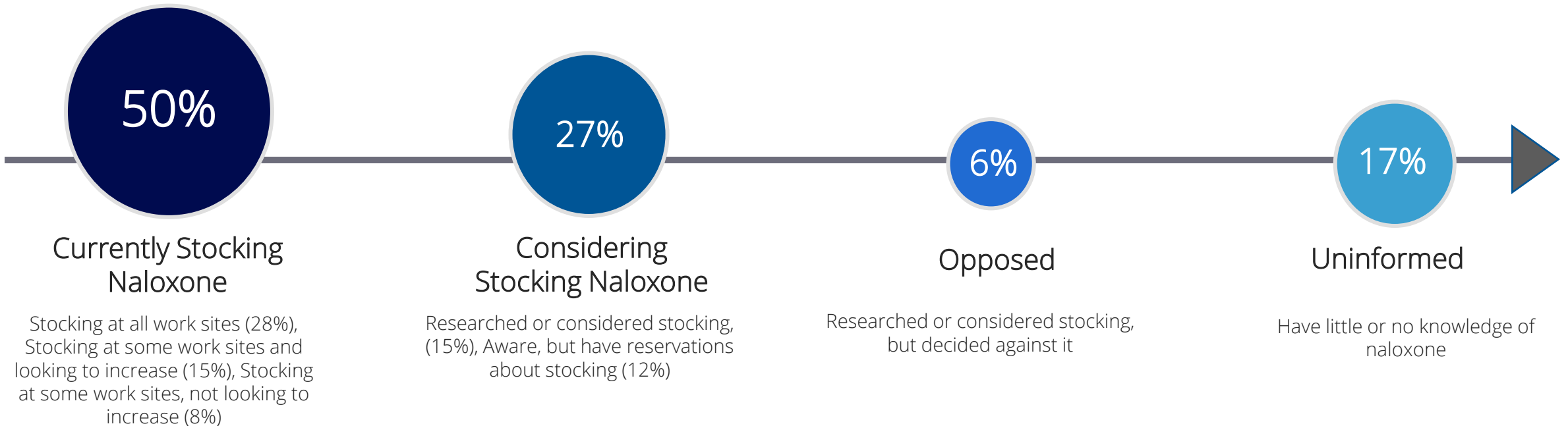


## Stocking Of Naloxone At Employee Work Site



↑ Sig. higher ↓ Sig. lower

## Current Position Regarding Stocking Naloxone On Site





## Top Drivers



### Employers

Recommendations from associations specific to workplace health & safety (46%)

Fact sheets or case studies about how naloxone can save lives (40%)

An employee being seriously injured on the job due to opioids (38%)

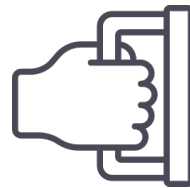


### Employees

A workplace fatality due to an opioid overdose (41%)

Recommendations from associations specific to workplace health & safety (40%)

An employee being seriously injured on the job due to opioids (40%)



## Implementation Of Naloxone



## Top Barriers



### Employers

Lack of knowledge about legal issues or risks faced when administering (33%)

Purchase cost (30%)

Management / Leadership skepticism (28%)

Shelf life (28%)



### Employees

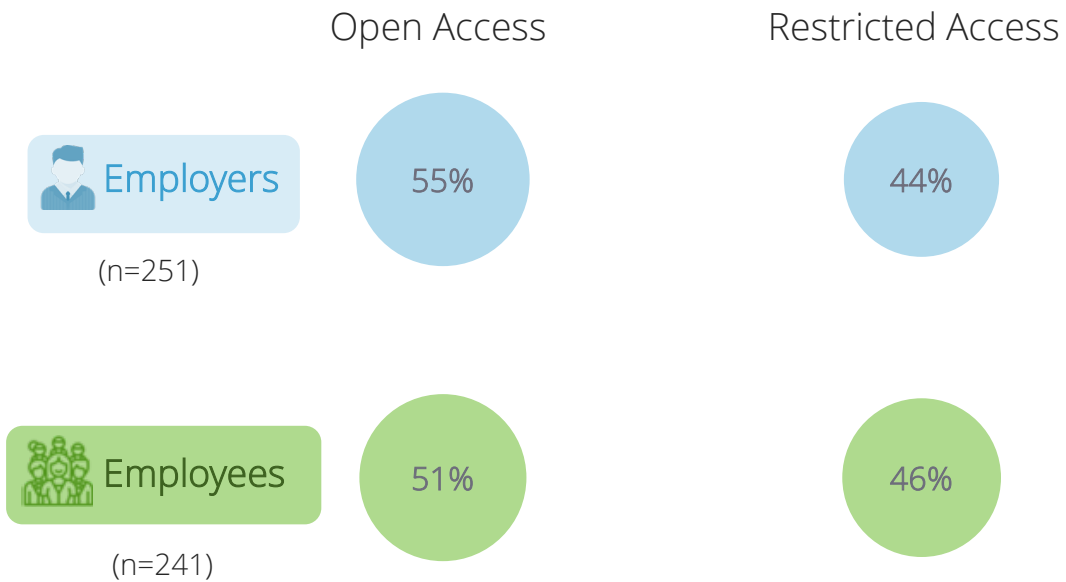
Lack of knowledge about legal issues or risks faced when administering (41%)

Organization mindset and readiness (28%)

Purchase cost (27%)

Management / Leadership skepticism (27%)

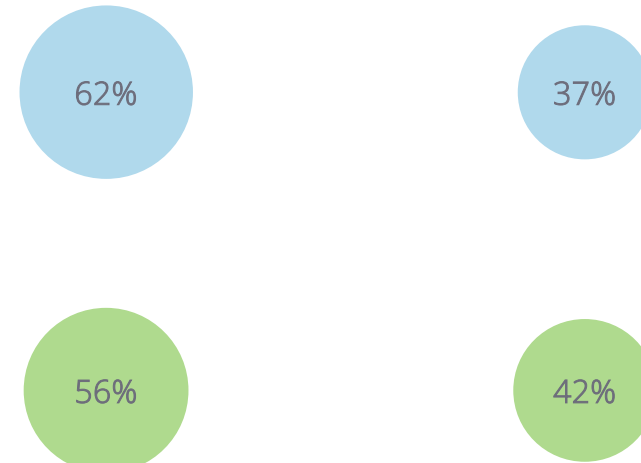
## Storage Of Naloxone



*Note: Among organizations currently stocking naloxone*

## Training On Administration Of Naloxone

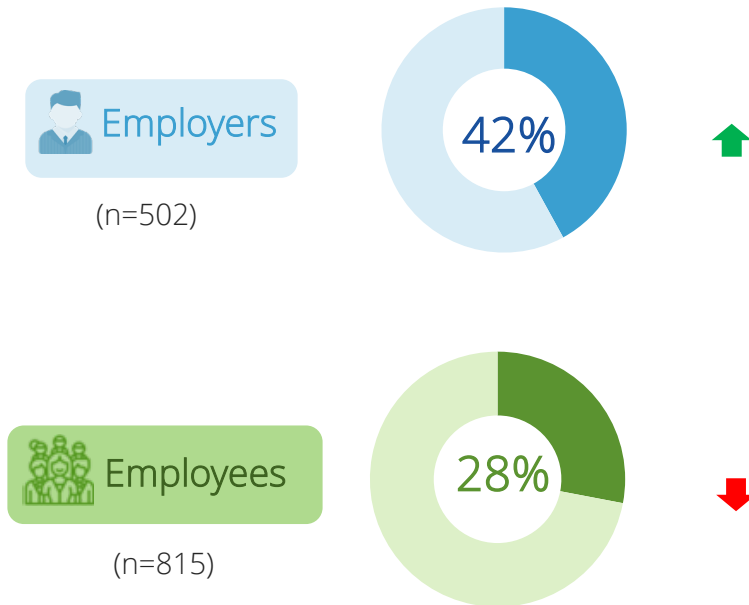
All Employees      Certain Employees



**Top Two Roles Trained Among Orgs Who Only Train Certain Employees:**

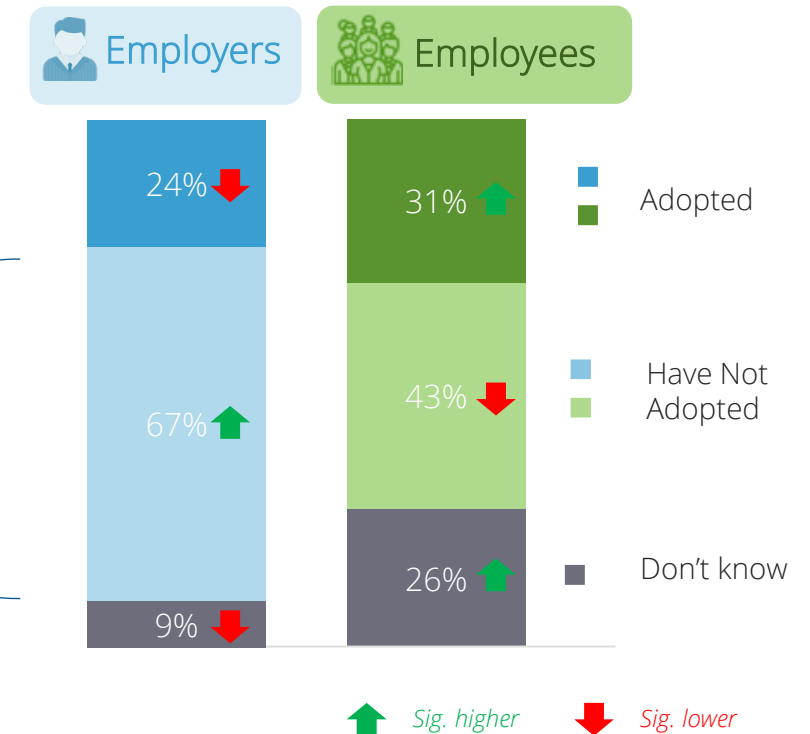
- Safety (Employers 60%; Employees 48%)
- Plant Supervisor / Manager (Employers 58%; Employees 48%)

## Aware of A 'Recovery Ready' Or 'Recovery Friendly' Workplace



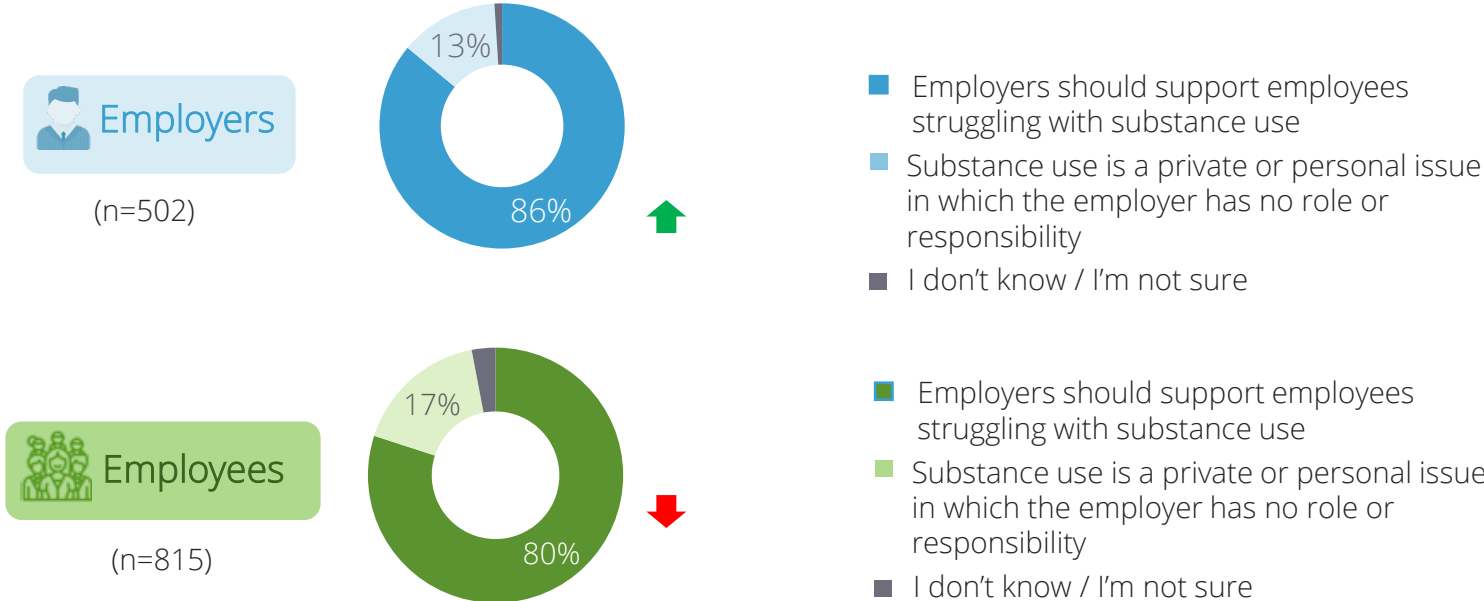
30% of Employers are **currently considering** recovery ready policies, **31% have not yet explored** these policies, and **6% have already explored and decided against** implementation.

## Adoption Of 'Recovery Ready' Or 'Recovery Friendly' Policies





# Employers Role Regarding Workplace Substance Use



## Opioid-Related Occurrences In Workplace

	Positive drug test results	Absenteeism or missed work	Impaired or decreased job performance	Employee misuse of opioids	Negative impact on morale	Employee request for support	'Near miss' injury or 'near miss' incident	Injury or incident	Arrest (on / off the job)	Borrowing or selling opioids	Opioid overdose	None of the above
Overall	46%	41%	32%	27%	26%	23%	20%	18%	18%	15%	11%	25%
Considering / Adopted Recovery-Ready Policies	51%	49% ↑	37%	32% ↑	28%	31% ↑	27% ↑	22% ↑	18%	18%	15% ↑	17% ↓
Not Considering Recovery-Ready Policies	40%	31% ↓	27%	21% ↓	23%	13% ↓	13% ↓	13% ↓	17%	11%	6% ↓	33% ↑

Considering / Adopted Recovery-Ready Policies

Not Considering Recovery-Ready Policies

 Largest gaps in occurrences

Average Number Of Unique Occurrences Experienced:

3.5

2.5

↑ Sig. higher    ↓ Sig. lower

## On Site Safety Provisions

First Aid &  
Over The Counter  
Meds

Eyewash  
Station

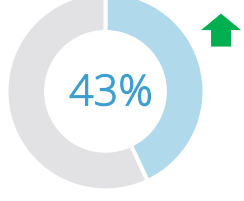
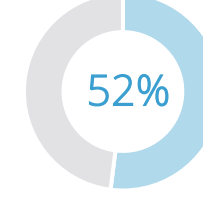
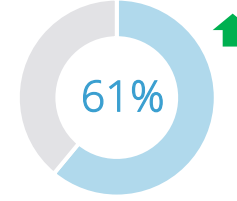
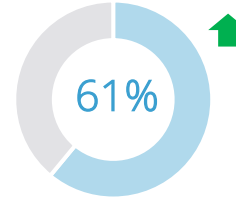
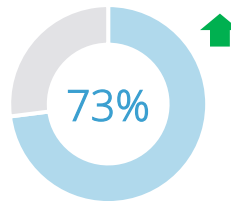
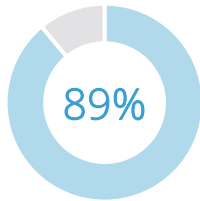
Burn Care /  
Treatment

Bloodborne  
Pathogen Kit

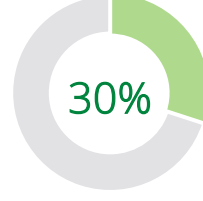
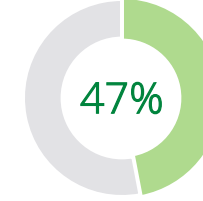
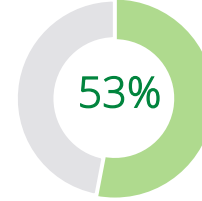
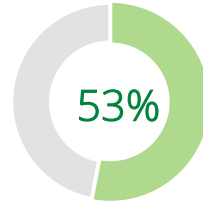
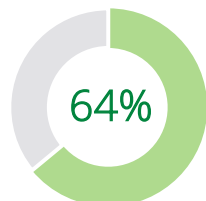
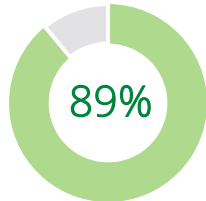
AED To Be Used In  
Case Of Cardiac Arrest

Overdose  
Kit

Employers



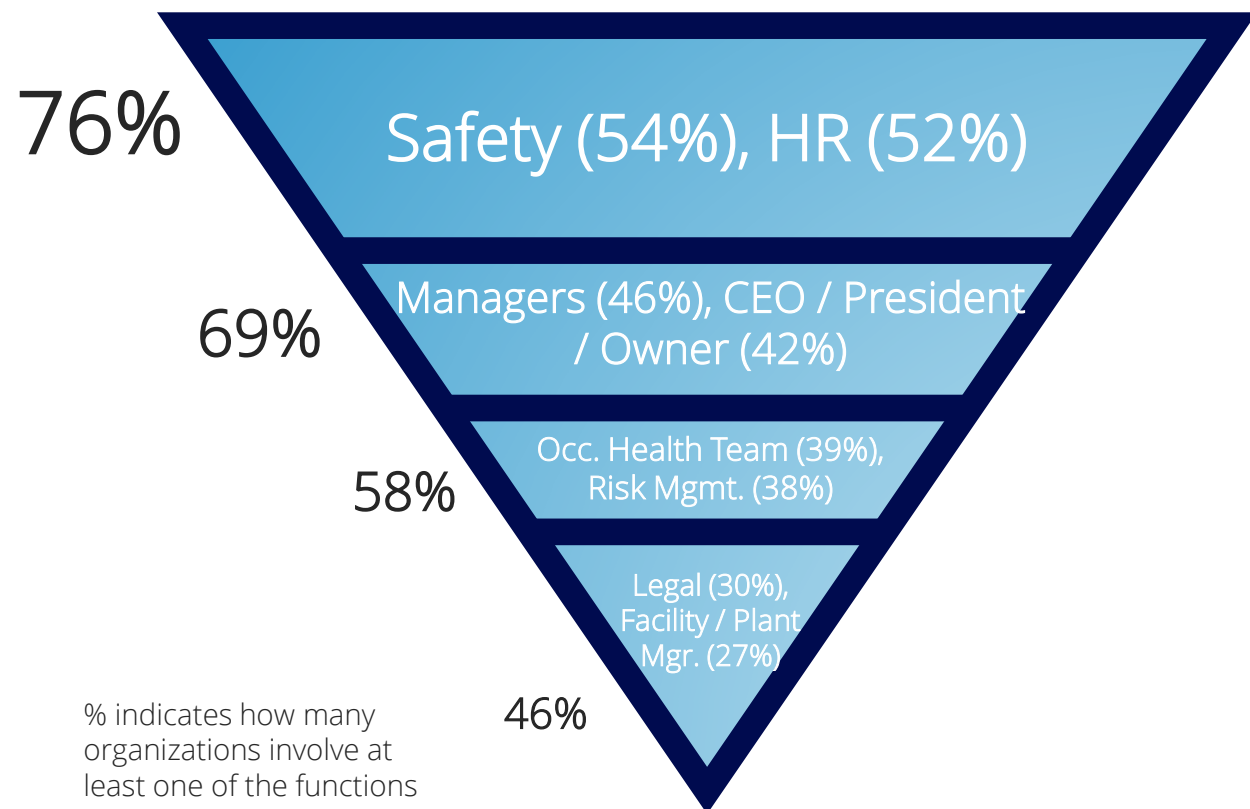
Employees



↑ Sig. higher

↓ Sig. lower

## Decision Making Unit Around Naloxone



## Roles Involved By Company Size

	Employee Size	
	<500 Employees	>500 Employees
Safety	51%	57%
Human Resources	46%	<b>57%</b> ↑
Managers	<b>53%</b> ↑	39%
CEO / President / Owner	<b>47%</b>	37%
Occupational Health / Worksite Health Team	27%	<b>50%</b> ↑
Risk Management	33%	<b>43%</b> ↑
Legal	20%	<b>40%</b> ↑
Facility or Plant Managers	25%	29%
Finance / Procurement	4%	<b>14%</b> ↑

↑ Sig. higher

**Bold** = Notably Higher

An overdose can be addressed faster than waiting on an ambulance. Naloxone enables us to **serve the immediate community** if needed.

One of the benefits of naloxone is that it can have a **positive effect in the community**.

Naloxone would be **proactive** to have on hand to **help any customers** that might need treatment.

75%  
of Employers & 67%  
of Employees

indicate opioid use is a problem in  
their community

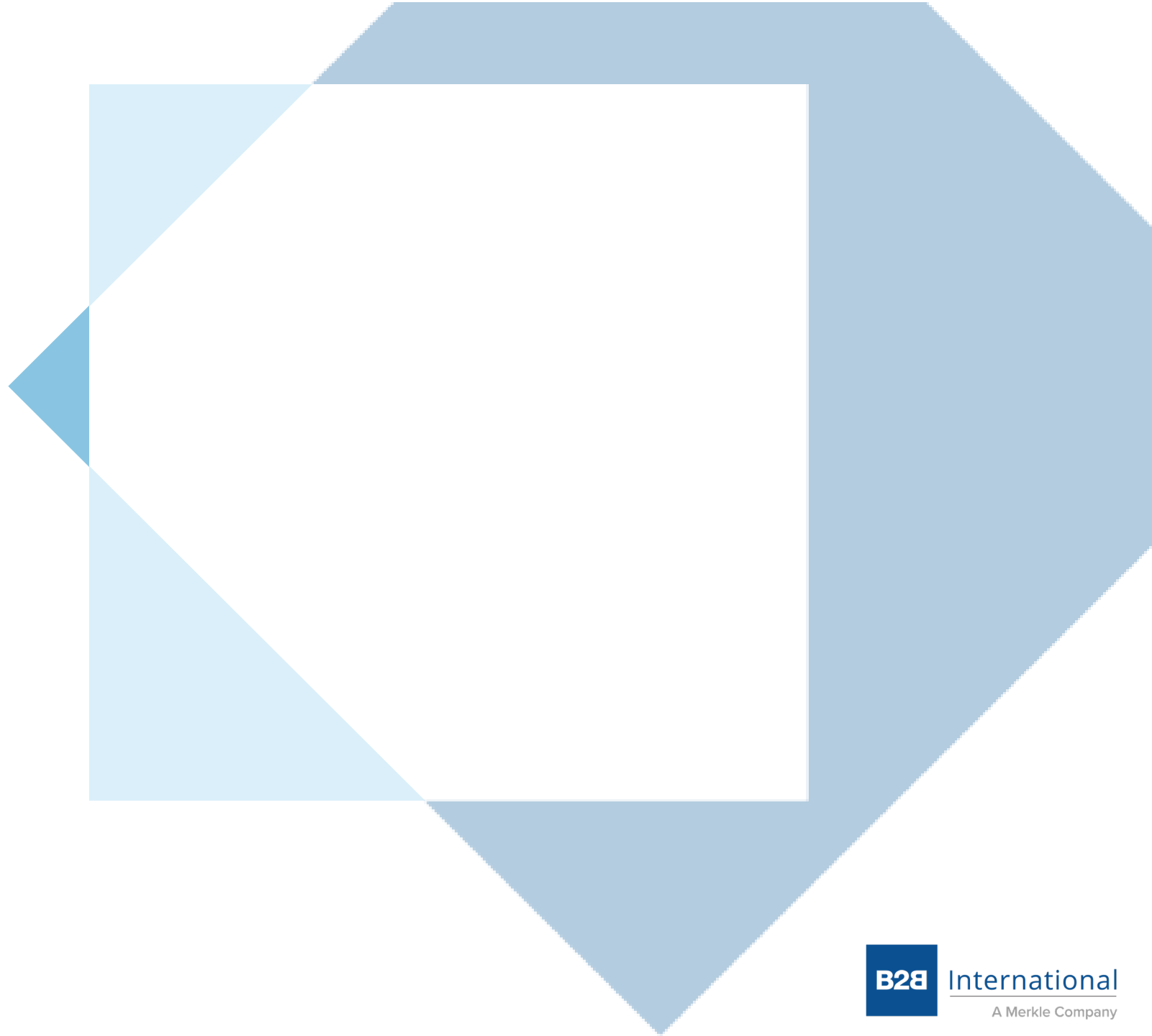
I work at a high-volume grocery store, so there are hundreds of people coming in and out every hour. I feel that having naloxone is not only good for the employees who may have a substance issue, but also our customers. **You never know who is walking into the store or if they're using, so its good to always be prepared to save a life.**

We are a hotel so very important **we may need it for guests or employees.**

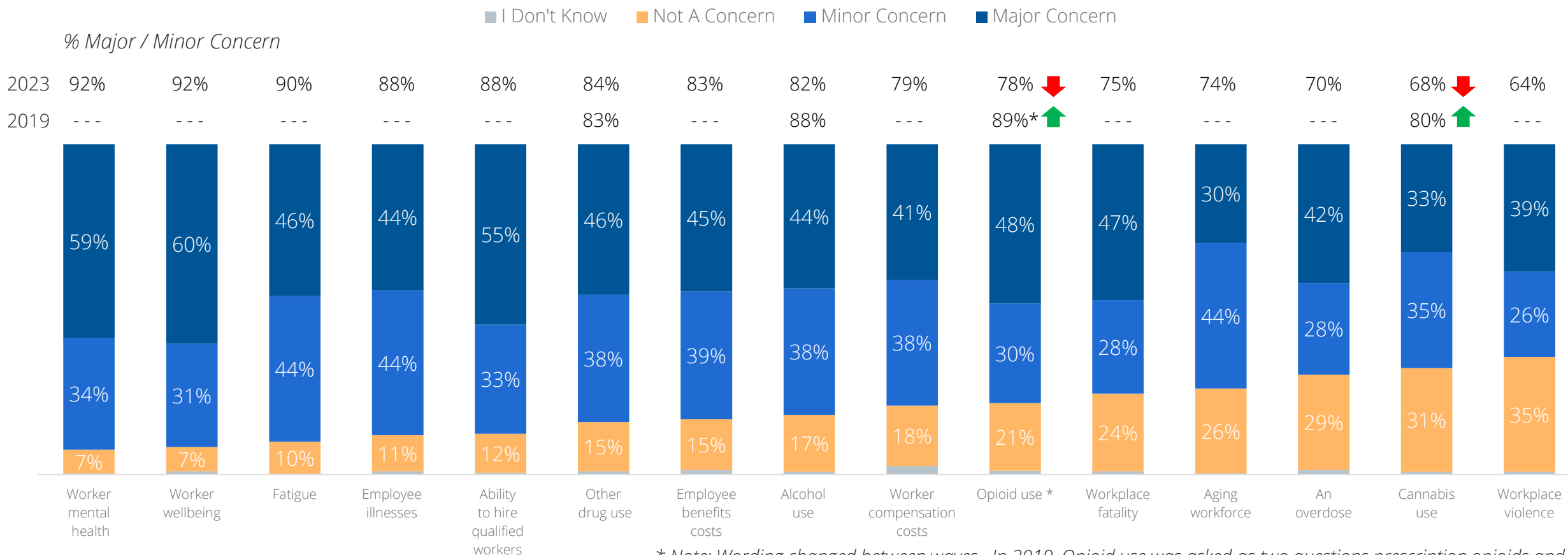
Naloxone has **decreased opioid overdoses in my community** drastically and I know it would benefit us because it would not only protect our employees from an overdose, but **could also help a civilian near our job site** that may be having an overdose. We work in populated areas and have seen drug use near our work sites on several occasions.



## Awareness & Concerns



## Q8. How concerned are you about the impact each of the following issues have on your organization?



↑ Sig. higher

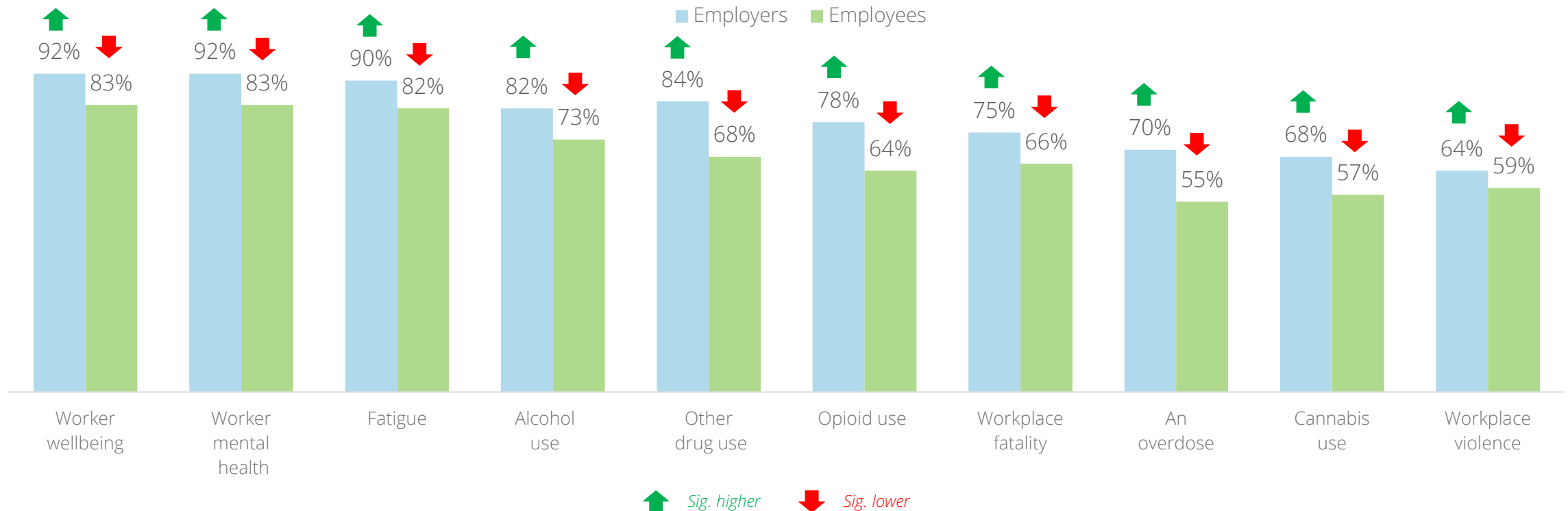
↓ Sig. lower

\* Note: Wording changed between waves. In 2019, Opioid use was asked as two questions prescription opioids and heroin / fentanyl. These have been merged to create a combined response for comparison purposes.

Base: 502  
Employers

Q8. [EMPLOYER] / Q7. [EMPLOYEE] How concerned are you about the impact each of the following issues have on your organization?

Top 2 Box (Major / Minor Concern)

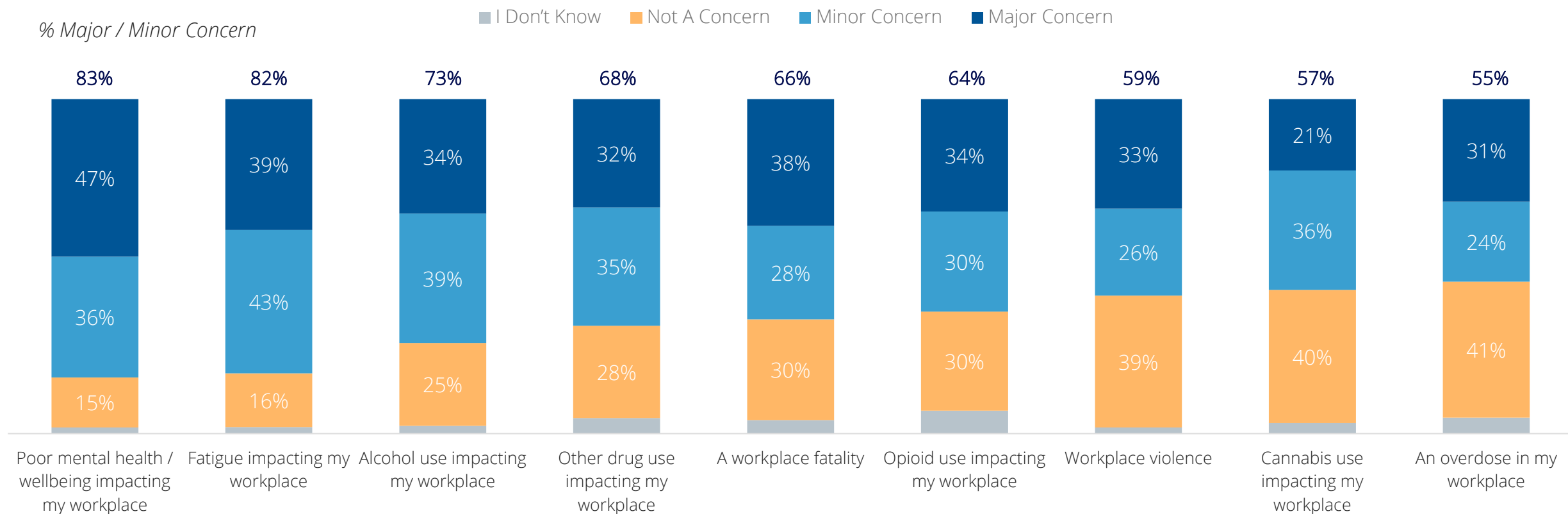


Base:

815 Employees  
502 Employers



## Q7. How concerned are you about the overall impact each of the following issues have on your organization?



Base: 815  
Employers

## Q8. How concerned are you about the impact each of the following issues have on your organization?

Table Shows % Indicating Major / Minor Concern

Significantly higher Significantly lower

	Overall	Function			Familiarity With NSC	
		Safety	HR	Senior Management	Familiar	Unfamiliar
Base	502	63	126	294	370	132
Worker mental health	92%	100%	94%	89%	93%	90%
Worker wellbeing	92%	95%	93%	90%	91%	92%
Fatigue impacting the workplace	90%	97%	94%	87%	91%	89%
Employee illnesses	88%	95%	92%	84%	90%	83%
Ability to hire qualified workers to fill gaps	88%	87%	87%	88%	89%	85%
Employee benefits costs	83%	84%	86%	82%	84%	82%
Alcohol use impacting the workplace	82%	87%	87%	79%	85%	73%
Worker compensation costs	79%	84%	83%	76%	82%	70%
Opioid use impacting the workplace	78%	86%	84%	73%	81%	70%
A workplace fatality	75%	81%	81%	71%	77%	72%
Aging of the workforce	74%	79%	71%	73%	76%	68%
An overdose in the workplace	70%	78%	80%	63%	72%	62%
Cannabis use impacting the workplace	68%	73%	76%	63%	73%	52%
Workplace violence	64%	73%	73%	57%	66%	60%
Other drug use impacting the workplace	84%	89%	81%	84%	87%	76%

## Q8. How concerned are you about the impact each of the following issues have on your organization?

Table Shows % Indicating *major concern*

■ Significantly higher
 ■ Significantly lower

	Overall	Recovery Ready / Friendly Workplace Policies				
		Has adopted	Is considering	Not yet explored	Decided against	Don't know
<i>Base</i>	502	120	151	157	28*	46
Worker wellbeing	60%	73%	64%	55%	46%	46%
Worker mental health	59%	72%	57%	52%	64%	50%
Ability to hire qualified workers	55%	62%	48%	54%	64%	54%
Opioid use impacting the workplace	48%	59%	54%	37%	43%	43%
A workplace fatality	47%	56%	46%	44%	39%	46%
Fatigue impacting the workplace	46%	58%	39%	42%	54%	43%
Employee benefits costs	45%	52%	46%	40%	46%	37%
Employee illnesses	44%	57%	48%	37%	32%	33%
Alcohol use impacting the workplace	44%	56%	44%	38%	43%	30%
An overdose in the workplace	42%	53%	44%	31%	39%	43%
Worker compensation costs	41%	51%	46%	32%	39%	30%
Workplace violence	39%	49%	36%	34%	32%	41%
Cannabis use impacting the workplace	33%	48%	30%	24%	36%	26%
Aging of the workforce	30%	38%	35%	22%	21%	24%
Other drug use impacting the workplace	46%	63%	44%	38%	43%	37%

\* Caution: Low Base

Base: 502  
Employers

## Q8. How concerned are you about the impact each of the following issues have on your organization?

Table Shows % Indicating **major concern**

Significantly higher Significantly lower

	Overall	Overdose In The Workplace		Familiarity With Naloxone		Stocking Of Naloxone			
		Experienced OD	Have not experienced	Familiar	Unfamiliar	Currently stocking	Considering	Decided against	Uninformed
Base	502	54	448	424	78	251	138	28*	85
Worker wellbeing	60%	61%	60%	62%	53%	62%	64%	43%	55%
Worker mental health	59%	74%	57%	61%	45%	65%	55%	39%	52%
Ability to hire qualified workers	55%	56%	54%	53%	62%	53%	51%	68%	59%
Opioid use impacting the workplace	48%	74%	45%	51%	32%	59%	44%	29%	29%
A workplace fatality	47%	59%	46%	49%	40%	56%	38%	43%	36%
Fatigue impacting the workplace	46%	48%	46%	48%	35%	51%	38%	32%	48%
Employee benefits costs	45%	41%	45%	45%	41%	49%	37%	61%	40%
Employee illnesses	44%	59%	42%	44%	45%	49%	43%	25%	36%
Alcohol use impacting the workplace	44%	59%	42%	46%	33%	53%	38%	32%	29%
An overdose in the workplace	42%	67%	39%	44%	31%	55%	32%	21%	27%
Worker compensation costs	41%	46%	40%	42%	37%	45%	38%	43%	33%
Workplace violence	39%	48%	38%	39%	38%	42%	36%	29%	35%
Cannabis use impacting the workplace	33%	31%	33%	34%	24%	37%	29%	18%	32%
Aging of the workforce	30%	39%	29%	31%	22%	35%	28%	25%	21%
Other drug use impacting the workplace	46%	67%	43%	48%	32%	56%	38%	36%	31%

\* Caution: Low Base

Base: 502  
Employers

## Q7. How concerned are you about the impact each of the following issues have on your organization?

Table Shows % Indicating Major / Minor Concern

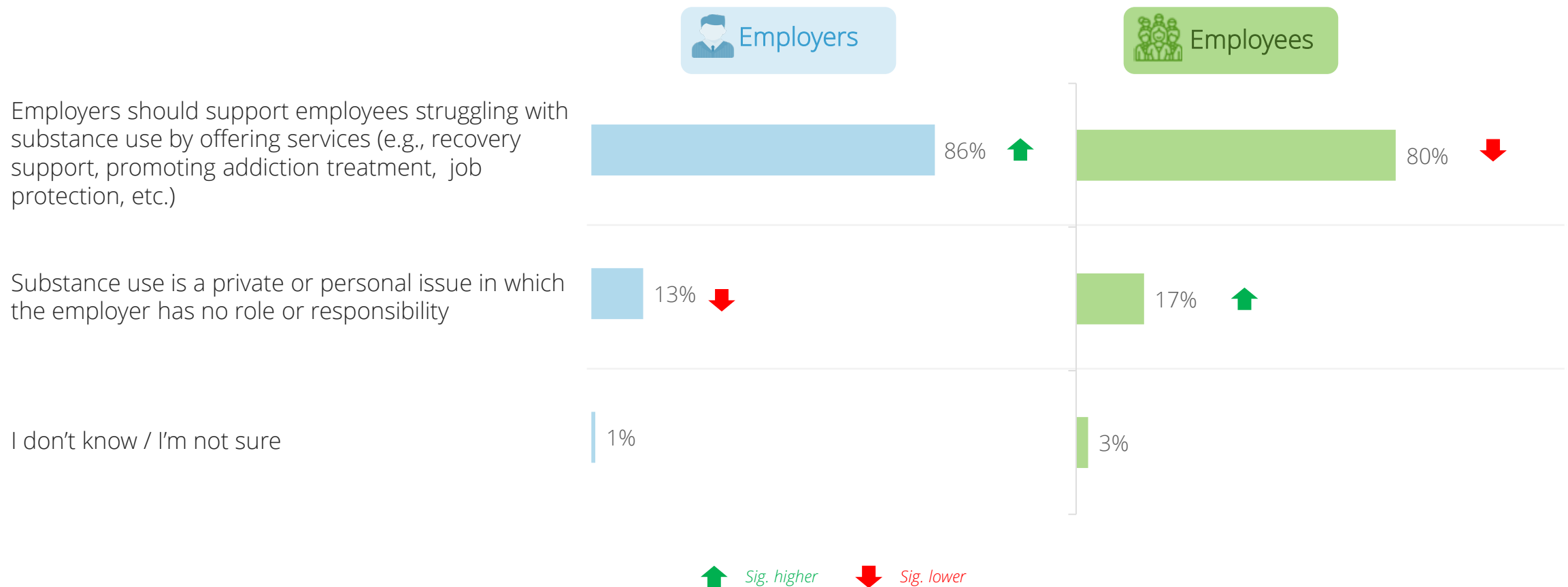
Significantly higher

Significantly lower

	Overall	Recovery Ready			Familiarity With NSC		Stock Naloxone		Experience With SUD	
		Recovery Ready Workplace	Not Recovery Ready Workplace	Don't know	Familiar	Unfamiliar	Currently Stock Naloxone	Do Not Stock Naloxone	Have Experience	No Experience
Base	815	252	353	210	421	394	241	574	541	257
Poor mental health / wellbeing	83%	86%	86%	76%	86%	80%	83%	83%	86%	77%
Fatigue impacting my workplace	82%	84%	83%	78%	84%	80%	83%	82%	85%	75%
Alcohol use impacting my workplace	73%	83%	73%	61%	78%	67%	80%	70%	75%	68%
Other drug use impacting my workplace	68%	77%	68%	56%	75%	60%	76%	64%	72%	60%
A workplace fatality	66%	72%	66%	58%	71%	61%	72%	63%	68%	61%
Opioid use impacting my workplace	64%	79%	61%	49%	69%	57%	75%	59%	69%	53%
Workplace violence	59%	67%	58%	51%	62%	56%	63%	57%	60%	55%
Cannabis use impacting my workplace	57%	67%	55%	49%	63%	51%	61%	55%	59%	54%
An overdose in my workplace	55%	65%	53%	44%	59%	50%	63%	51%	59%	46%

Base: 815  
Employees

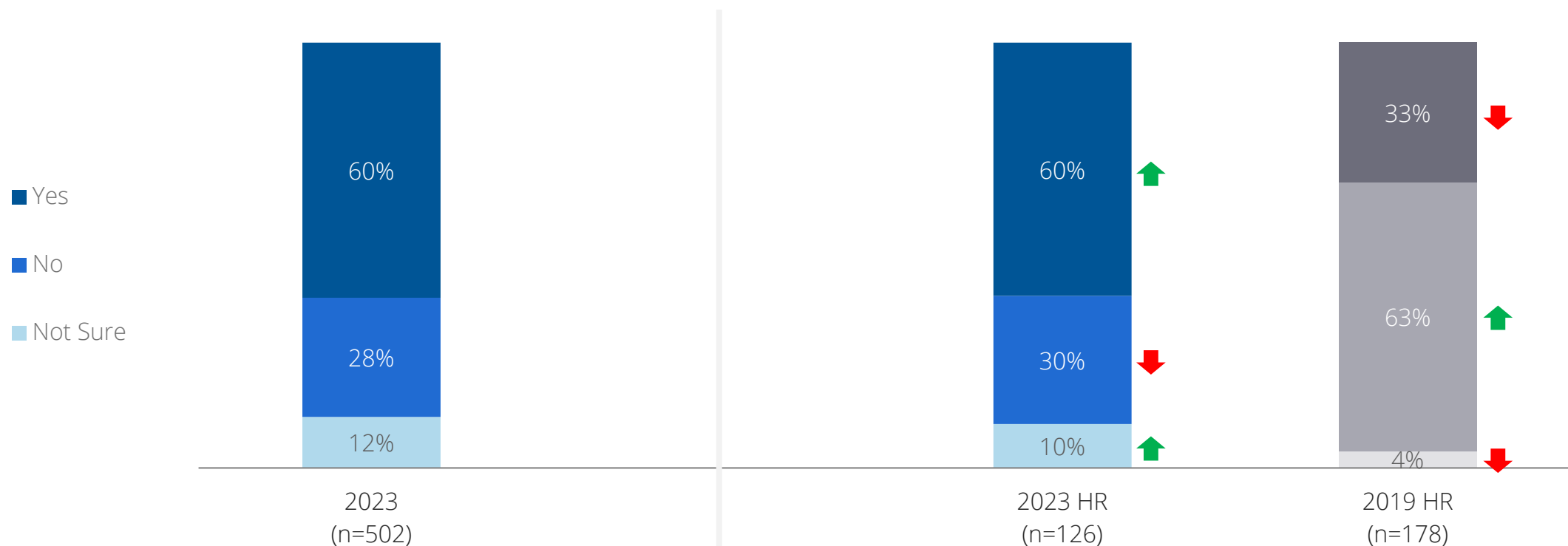
Q7. [EMPLOYER] / Q6. [EMPLOYEE] Which of the following statements best describe what you feel employer's role should be when it comes to substance use in the workplace?



Base:

815 Employees  
502 Employers

Q11. To the best of your knowledge, is your organization monitoring data about opioid use / addiction within your workplace population?



\* Note: Question only asked among HR roles in 2019.

↑ Sig. higher ↓ Sig. lower

# Q11. To the best of your knowledge, is your organization monitoring data about opioid use / addiction within your workplace population?

Table Shows % monitoring

	Overall	NSC Membership		Recovery Ready / Friendly Workplace Policies					Organization Size	
		NSC member	Non-member	Has adopted	Considering	Not yet explored	Decided against	Don't know	<500 Employees	>500 Employees
Base	502	125	377	120	151	157	28*	46	250	252
Yes	60%	73%	56%	79%	71%	44%	64%	28%	56%	64%
No	28%	18%	32%	12%	23%	42%	29%	41%	33%	23%
Not Sure	12%	10%	12%	9%	7%	14%	7%	30%	10%	13%

Significantly higher

Significantly lower

\* Caution: Low Base

Base: 502  
Employers



Q11. To the best of your knowledge, is your organization monitoring data about opioid use / addiction within your workplace population?

Table Shows % monitoring

Significantly higher Significantly lower

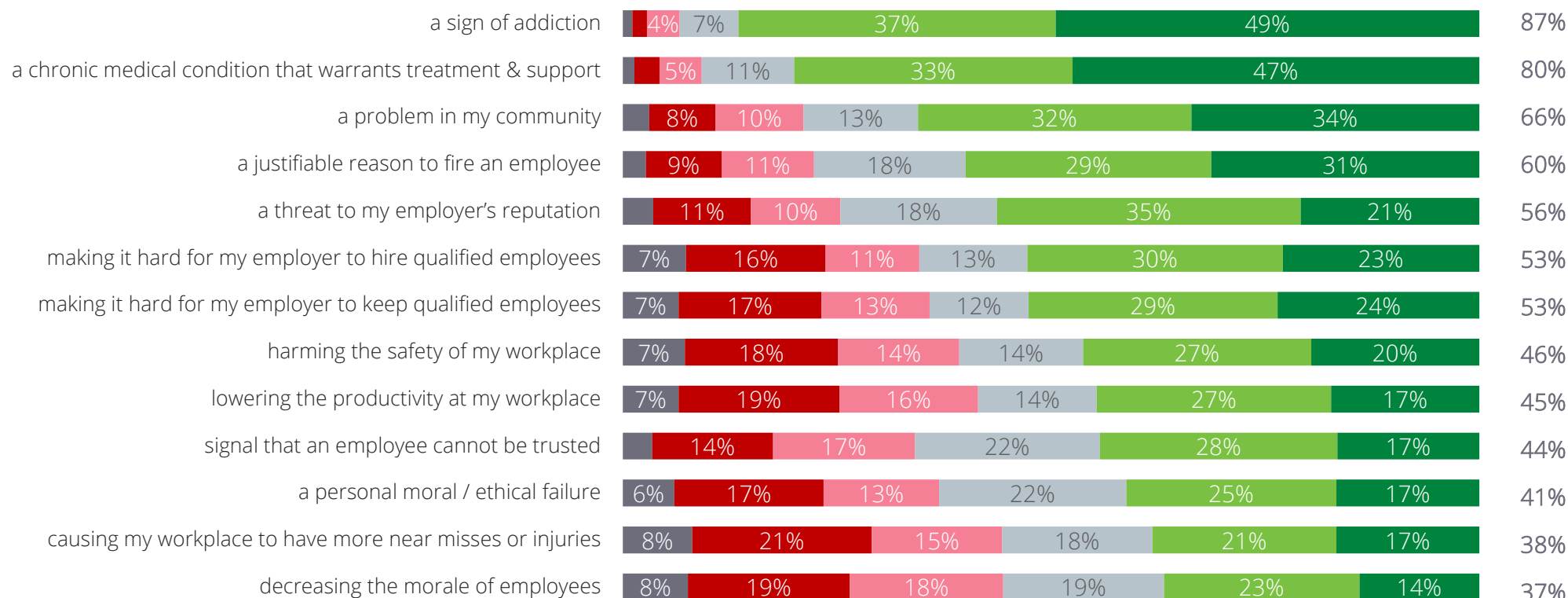
	Overall	Stocking Of Naloxone				Overdose In The Workplace		Familiarity With Naloxone	
		Currently stocking	Considering	Decided against	Uninformed	Experienced	Have Not Experienced	Familiar	Unfamiliar
Base	502	251	138	28*	85	54	448	424	78
Yes	60%	74%	55%	50%	32%	85%	57%	63%	42%
No	28%	18%	31%	43%	48%	15%	30%	26%	41%
Not Sure	12%	8%	14%	7%	20%	0%	13%	11%	17%

## Q8. Please rate your level of agreement with each of the following statements about substance use in your workplace.

Substance use is...

■ Don't Know / NA ■ Strongly disagree ■ Somewhat Disagree ■ Neither Agree Nor Disagree ■ Somewhat Agree ■ Strongly Agree

Top 2  
Box



Q8. Please rate your level of agreement with each of the following statements about substance use in your workplace.

Table Shows % Somewhat / Strongly Agree

Significantly higher Significantly lower

	Overall	Industry							
		Manufacturing	Retail / Wholesale Trade	Construction	Transportation & Warehousing	Food Service / Restaurants	Hotels / Casinos	Utilities	Agriculture
Base	815	126	126	124	100	100	83	77	65
I would be more likely to work for an employer who provides resources to employees regarding substance use	79%	75%	79%	90%	80%	82%	81%	74%	68%
a sign of addiction	87%	88%	88%	90%	82%	83%	90%	81%	89%
a chronic medical condition that warrants treatment and support	80%	84%	87%	85%	68%	79%	82%	78%	74%
a problem in my community	66%	71%	68%	70%	58%	67%	64%	58%	66%
a justifiable reason to fire an employee	60%	65%	63%	66%	54%	54%	63%	51%	60%
a threat to my employer's reputation	56%	60%	56%	65%	52%	54%	64%	51%	49%
making it hard for my employer to hire qualified employees	53%	54%	57%	61%	46%	51%	64%	32%	51%
making it hard for my employer to keep qualified employees	53%	57%	52%	61%	45%	61%	58%	31%	51%
harming the safety of my workplace	46%	53%	46%	58%	45%	43%	46%	25%	48%
lowering the productivity at my workplace	45%	49%	46%	60%	37%	42%	47%	27%	40%
a signal that an employee cannot be trusted	44%	49%	45%	50%	36%	42%	42%	40%	49%
a personal moral / ethical failure	41%	39%	43%	51%	36%	41%	37%	35%	48%
causing my workplace to have more near misses or injuries	38%	40%	35%	52%	31%	38%	41%	26%	35%
decreasing the morale of employees	37%	43%	37%	49%	29%	37%	40%	19%	35%

Substance use is..

## Q8. Please rate your level of agreement with each of the following statements about substance use in your workplace.

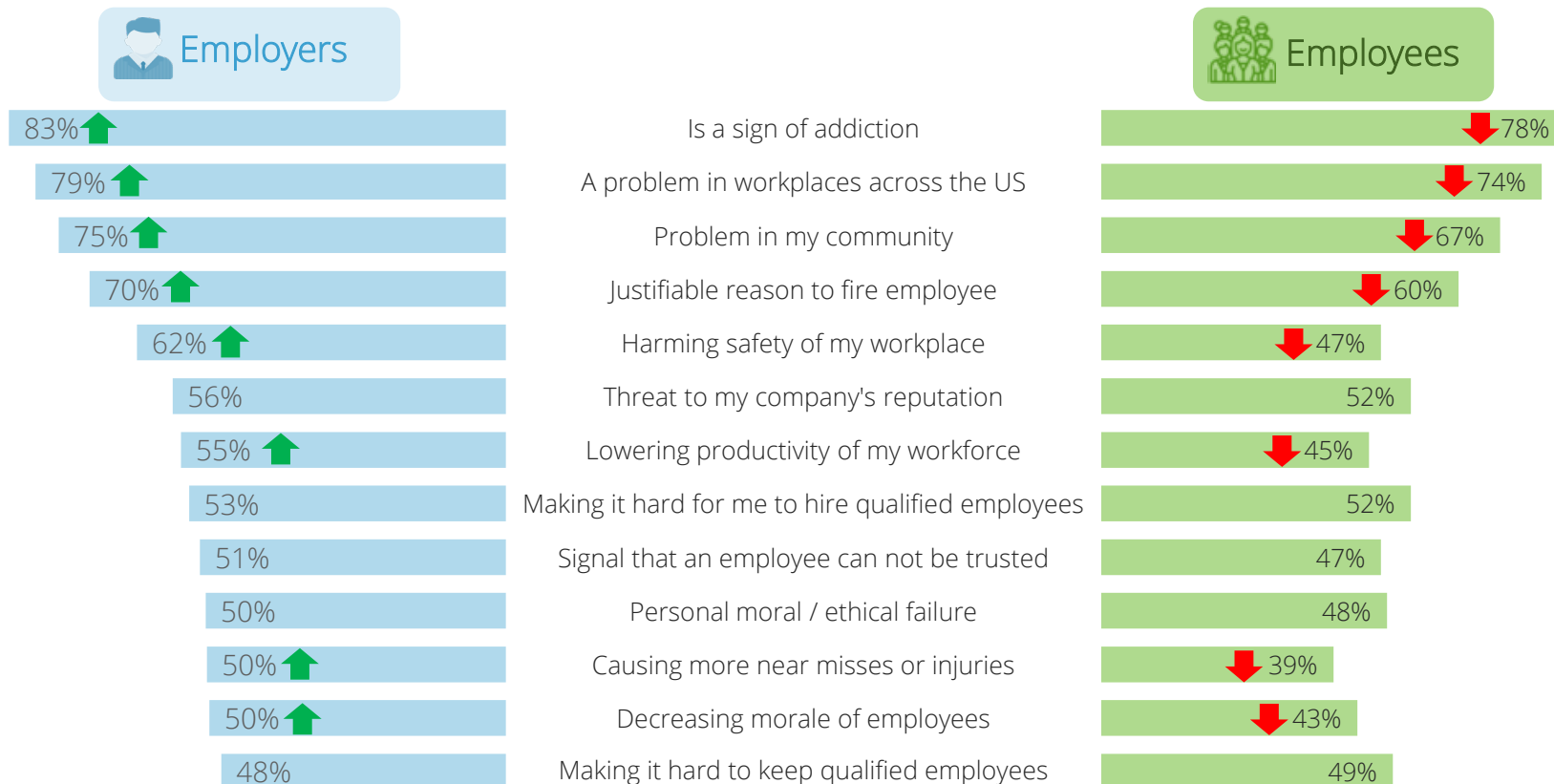
Table Shows % Somewhat / Strongly Agree

Significantly higher Significantly lower

	Overall	Recovery Ready			Stock Naloxone		Familiarity With NSC		Experience With SUD	
		Recovery Ready Workplace	Not Recovery Ready	Don't Know	Currently Stock Naloxone	Do Not Stock Naloxone	Familiar	Unfamiliar	Have Experience	No Experience
Base	815	252	353	210	241	574	421	394	541	257
I would be more likely to work for an employer who provides resources to employees regarding substance use	79%	91%	78%	67%	93%	74%	87%	71%	85%	69%
a sign of addiction	87%	84%	90%	83%	91%	85%	88%	85%	88%	85%
a chronic medical condition that warrants treatment and support	80%	82%	80%	78%	83%	79%	84%	76%	81%	79%
a problem in my community	66%	69%	66%	61%	68%	64%	70%	61%	71%	55%
a justifiable reason to fire an employee	60%	62%	61%	57%	63%	59%	64%	56%	60%	60%
a threat to my employer's reputation	56%	56%	57%	56%	59%	55%	59%	54%	56%	56%
making it hard for my employer to hire qualified employees	53%	59%	55%	42%	61%	49%	56%	49%	59%	40%
making it hard for my employer to keep qualified employees	53%	58%	56%	41%	61%	49%	55%	50%	59%	40%
harming the safety of my workplace	46%	56%	47%	32%	57%	42%	52%	40%	51%	37%
lowering the productivity at my workplace	45%	53%	46%	33%	57%	40%	48%	41%	48%	39%
a signal that an employee cannot be trusted	44%	49%	43%	40%	51%	41%	49%	40%	44%	46%
a personal moral / ethical failure	41%	47%	45%	28%	50%	37%	47%	35%	43%	38%
causing my workplace to have more near misses or injuries	38%	54%	34%	26%	54%	31%	46%	30%	42%	31%
decreasing the morale of employees	37%	42%	41%	23%	47%	33%	41%	32%	40%	30%

Base: 815  
Employees

Q9. Please rate your level of agreement with each of the following statements about opioid use in your organization. Opioid use is ...



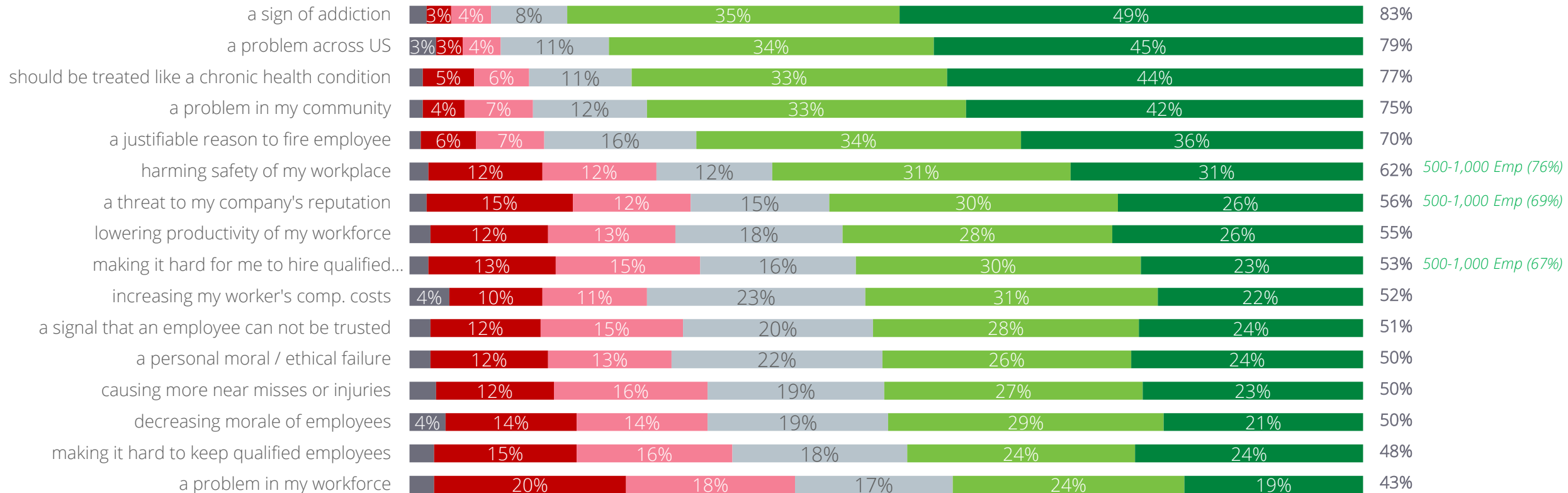
↑ Sig. higher ↓ Sig. lower

## Q9. Please rate your level of agreement with each of the following statements about opioid use in your organization. Opioid use is ...

Opioid use is ...

■ Don't Know
■ Strongly Disagree
■ Somewhat Disagree
■ Neither Agree Nor Disagree
■ Somewhat Agree
■ Strongly Agree

Top 2  
Box



Sig. higher

Sig. lower

Base: 502  
Employers

Q9. Please rate your level of agreement with each of the following statements about opioid use in your organization. Opioid use is ...

Table Shows % Indicating Somewhat / Strongly Agree

Significantly higher Significantly lower

	Overall	Function			Familiarity With NSC	
		Safety	HR	Senior management	Familiar	Unfamiliar
Base	502	63	126	294	370	132
a sign of addiction	83%	81%	86%	84%	85%	79%
a problem across US	79%	79%	84%	77%	84%	65%
should be treated like a chronic health condition	77%	76%	79%	76%	79%	69%
a problem in my community	75%	81%	76%	74%	78%	67%
a justifiable reason to fire employee	70%	75%	69%	69%	71%	66%
harming safety of my workplace	62%	68%	69%	56%	65%	53%
a threat to my company's reputation	56%	65%	63%	51%	61%	43%
lowering productivity of my workforce	55%	65%	57%	51%	59%	42%
making it hard for me to hire qualified employees	53%	60%	64%	47%	57%	42%
increasing my worker's comp. costs	52%	56%	59%	48%	57%	38%
a signal that an employee can not be trusted	51%	52%	51%	51%	53%	47%
a personal moral / ethical failure	50%	54%	52%	49%	55%	36%
causing more near misses or injuries	50%	57%	63%	42%	55%	36%
decreasing morale of employees	50%	54%	56%	45%	54%	39%
making it hard to keep qualified employees	48%	52%	57%	43%	52%	35%
a problem in my workforce	43%	51%	53%	37%	48%	30%

## Q9. Please rate your level of agreement with each of the following statements about opioid use in your organization. Opioid use is ...

Table Shows % Indicating Somewhat / Strongly Agree

Significantly higher Significantly lower

	Overall	Recovery Ready / Friendly Workplace Policies				
		Has adopted	Considering	Not yet explored	Decided against	Don't know
Base	502	120	151	157	28*	46
a sign of addiction	83%	86%	83%	86%	86%	70%
a problem across US	79%	88%	85%	72%	71%	67%
should be treated like a chronic health condition	77%	89%	82%	66%	68%	70%
a problem in my community	75%	82%	79%	69%	71%	65%
a justifiable reason to fire employee	70%	68%	69%	71%	82%	67%
harming safety of my workplace	62%	68%	70%	55%	54%	52%
a threat to my company's reputation	56%	63%	64%	43%	64%	48%
lowering productivity of my workforce	55%	61%	60%	46%	50%	52%
making it hard for me to hire qualified employees	53%	60%	60%	41%	54%	54%
increasing my worker's comp. costs	52%	60%	59%	43%	54%	41%
a signal that an employee can not be trusted	51%	53%	51%	52%	64%	41%
a personal moral / ethical failure	50%	57%	53%	45%	57%	41%
causing more near misses or injuries	50%	62%	61%	35%	57%	33%
decreasing morale of employees	50%	54%	58%	39%	57%	41%
making it hard to keep qualified employees	48%	63%	54%	36%	29%	39%
a problem in my workforce	43%	50%	54%	33%	36%	28%

\* Caution: Low Base



## Q9. Please rate your level of agreement with each of the following statements about opioid use in your organization. Opioid use is ...

Table Shows % Indicating Somewhat / Strongly Agree

Significantly higher Significantly lower

	Overall	Overdose In The Workplace		Familiarity With Naloxone		Stocking Of Naloxone			
		Experienced OD	Have Not Experienced	Familiar	Unfamiliar	Currently stocking	Considering	Decided against	Uninformed
Base	502	54	448	424	78	251	138	28*	85
a sign of addiction	83%	89%	83%	84%	82%	84%	84%	89%	80%
a problem across US	79%	94%	77%	82%	65%	86%	78%	68%	64%
should be treated like a chronic health condition	77%	81%	76%	79%	64%	81%	77%	64%	67%
a problem in my community	75%	91%	73%	79%	56%	80%	76%	61%	62%
a justifiable reason to fire employee	70%	81%	69%	70%	69%	72%	69%	71%	65%
harming safety of my workplace	62%	87%	59%	62%	63%	69%	58%	43%	54%
a threat to my company's reputation	56%	80%	53%	58%	47%	63%	54%	50%	41%
lowering productivity of my workforce	55%	85%	51%	55%	50%	63%	50%	29%	47%
making it hard for me to hire qualified employees	53%	83%	50%	55%	42%	63%	45%	39%	41%
increasing my worker's comp. costs	52%	69%	50%	53%	49%	60%	46%	43%	42%
a signal that an employee can not be trusted	51%	65%	50%	52%	47%	55%	39%	64%	55%
a personal moral / ethical failure	50%	74%	48%	52%	41%	55%	49%	54%	36%
causing more near misses or injuries	50%	83%	46%	52%	40%	62%	41%	43%	33%
decreasing morale of employees	50%	74%	47%	51%	45%	57%	46%	36%	40%
making it hard to keep qualified employees	48%	80%	44%	50%	37%	59%	38%	36%	34%
a problem in my workforce	43%	83%	38%	45%	33%	55%	33%	29%	28%

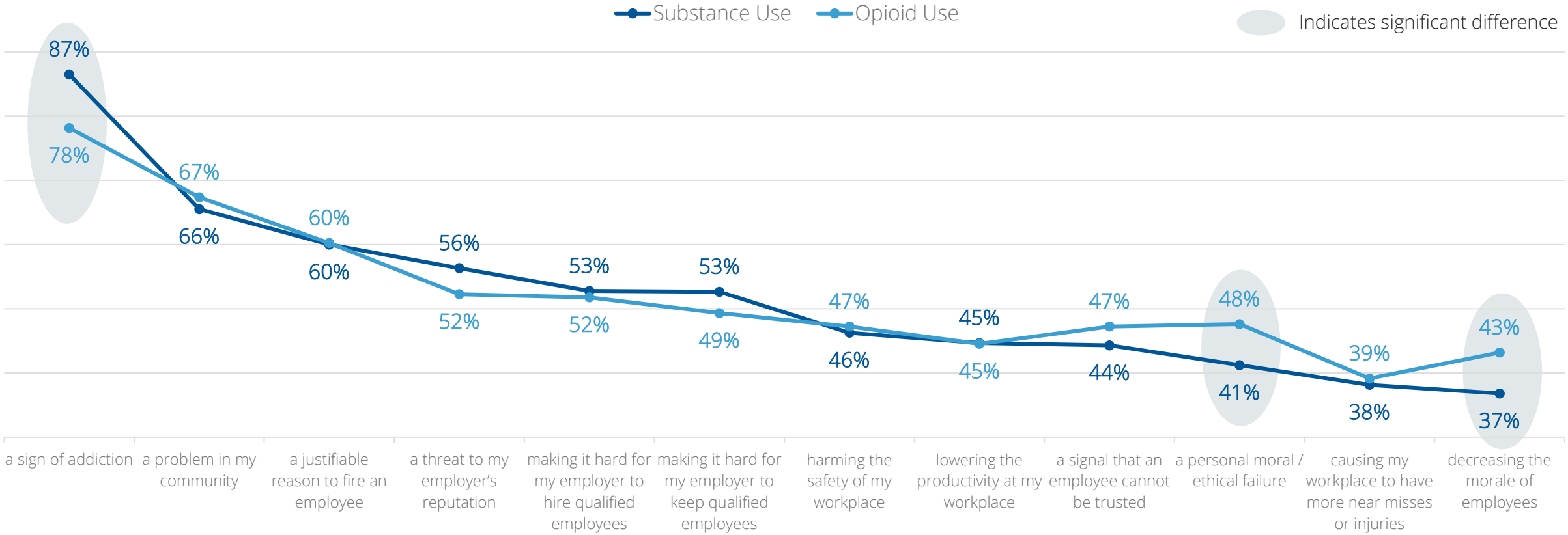
\* Caution: Low Base

Base: 502  
Employers

Q8. Please rate your level of agreement with each of the following statements about substance use in your workplace.

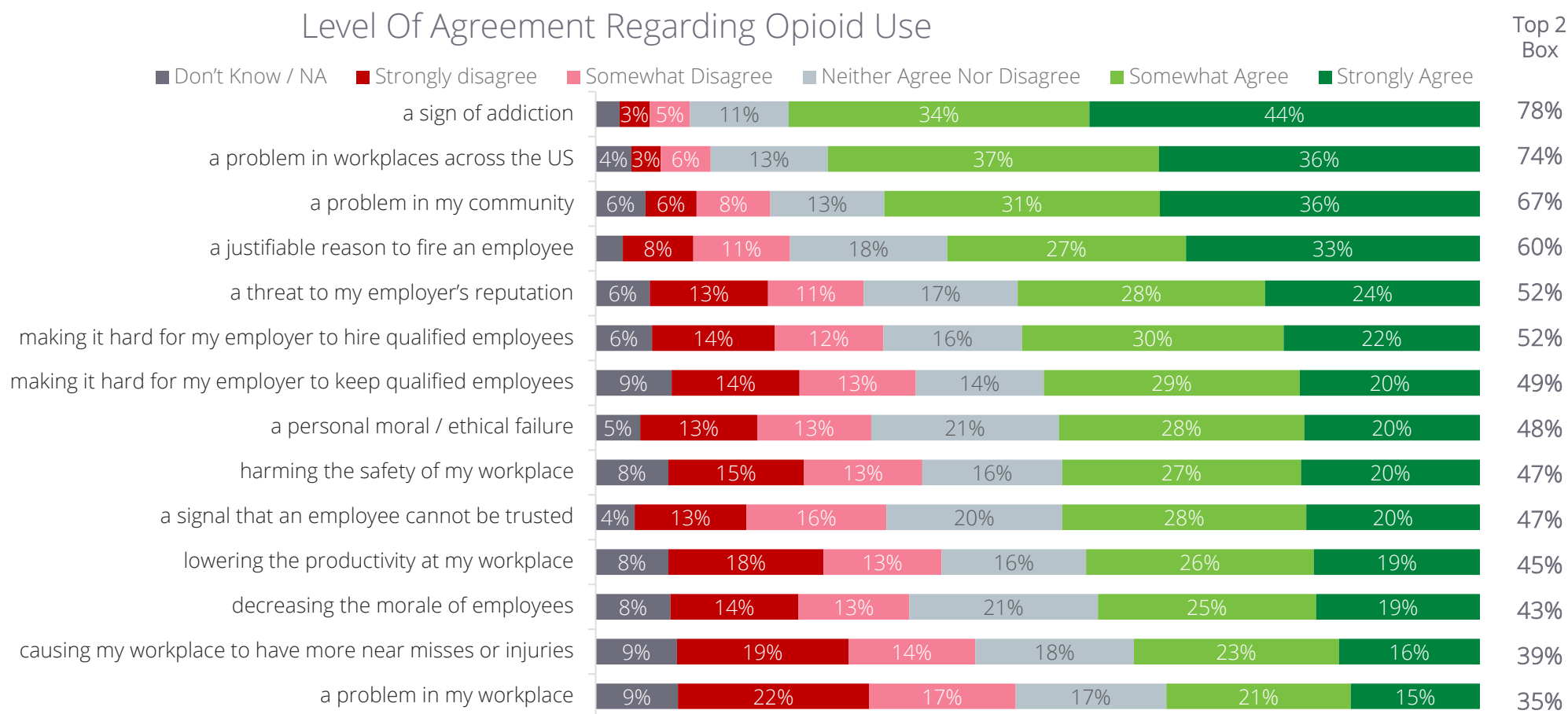
Q9. Please rate your level of agreement with each of the following statements about opioid use in your workplace. Opioid use is ...

Understanding Perceptions Of Substance And Opioid Use



## Q9. Please rate your level of agreement with each of the following statements about opioid use in your workplace.

Opioid use is ...



## Q9. Please rate your level of agreement with each of the following statements about opioid use in your workplace.

Table Shows % Somewhat / Strongly Agree

■ Significantly higher  
■ Significantly lower

	Overall	Industry							
		Manufacturing	Retail / Wholesale Trade	Construction	Transportation & Warehousing	Food Service / Restaurants	Hotels / Casinos	Utilities	Agriculture
Base	815	126	126	124	100	100	83	77	65
a sign of addiction	78%	79%	85%	83%	80%	70%	76%	78%	71%
a problem in workplaces across the US	74%	80%	79%	80%	63%	75%	69%	68%	72%
a problem in my community	67%	68%	71%	81%	67%	62%	69%	56%	58%
a justifiable reason to fire an employee	60%	66%	63%	62%	57%	56%	65%	60%	49%
a threat to my employer's reputation	52%	52%	53%	60%	53%	50%	55%	43%	49%
making it hard for my employer to hire qualified employees	52%	52%	53%	58%	46%	54%	55%	42%	54%
making it hard for my employer to keep qualified employees	49%	61%	46%	55%	41%	49%	57%	32%	49%
a personal moral / ethical failure	48%	49%	49%	47%	43%	44%	48%	48%	52%
harming the safety of my workplace	47%	52%	47%	60%	38%	50%	46%	38%	42%
a signal that an employee cannot be trusted	47%	51%	41%	51%	40%	44%	53%	48%	54%
lowering the productivity at my workplace	45%	48%	44%	56%	39%	49%	48%	26%	40%
decreasing the morale of employees	43%	52%	45%	52%	38%	42%	45%	26%	38%
causing my workplace to have more near misses or injuries	39%	43%	37%	49%	29%	39%	46%	29%	38%
a problem in my workplace	35%	40%	37%	48%	30%	28%	42%	19%	31%

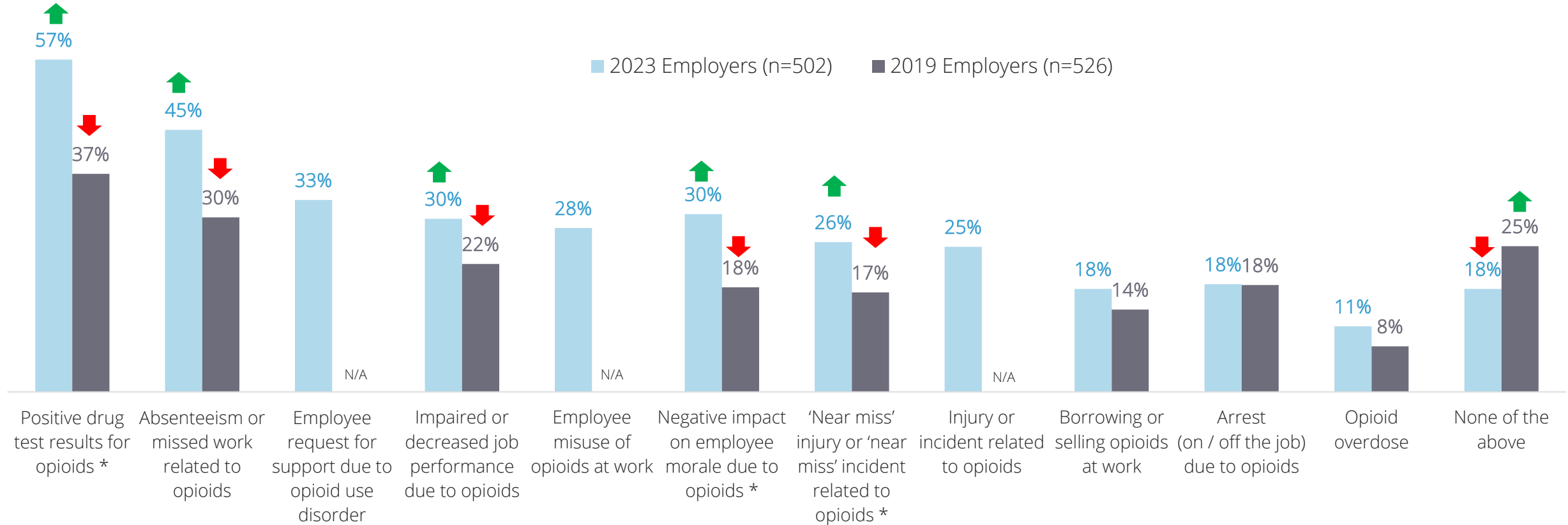
## Q9. Please rate your level of agreement with each of the following statements about opioid use in your workplace.

Table Shows % Somewhat / Strongly Agree

■ Significantly higher  
■ Significantly lower

	Overall	Recovery Ready			Stock Naloxone		Familiarity With NSC		Experience With SUD	
		Recovery Ready Workplace	Not Recovery Ready	Don't Know	Currently Stock Naloxone	Do Not Stock Naloxone	Familiar	Unfamiliar	Have Experience	No Experience
Base	815	252	353	210	241	574	421	394	541	257
a sign of addiction	78%	71%	82%	79%	78%	78%	79%	77%	79%	77%
a problem in workplaces across the US	74%	74%	76%	70%	78%	72%	78%	69%	77%	67%
a problem in my community	67%	71%	68%	62%	70%	66%	71%	63%	75%	52%
a justifiable reason to fire an employee	60%	62%	60%	58%	63%	59%	64%	57%	59%	63%
a threat to my employer's reputation	52%	57%	52%	47%	56%	51%	56%	48%	54%	49%
making it hard for my employer to hire qualified employees	52%	61%	53%	38%	61%	48%	58%	45%	56%	44%
making it hard for my employer to keep qualified employees	49%	59%	50%	37%	61%	45%	55%	43%	55%	37%
a personal moral / ethical failure	48%	53%	49%	39%	54%	45%	52%	42%	48%	47%
harming the safety of my workplace	47%	59%	48%	33%	61%	41%	52%	42%	51%	40%
a signal that an employee cannot be trusted	47%	54%	45%	43%	51%	46%	52%	42%	47%	49%
lowering the productivity at my workplace	45%	56%	45%	29%	57%	39%	50%	39%	48%	38%
decreasing the morale of employees	43%	52%	44%	31%	52%	39%	47%	39%	46%	37%
causing my workplace to have more near misses or injuries	39%	49%	39%	28%	49%	35%	44%	34%	43%	33%
a problem in my workplace	35%	45%	37%	21%	48%	30%	41%	29%	40%	27%

## Q10. Which of the following are you aware of having occurred in your workforce?



\* Note: Wording changed between waves. In 2019, this was worded as 'Positive drug test results for illicit opioid use'.

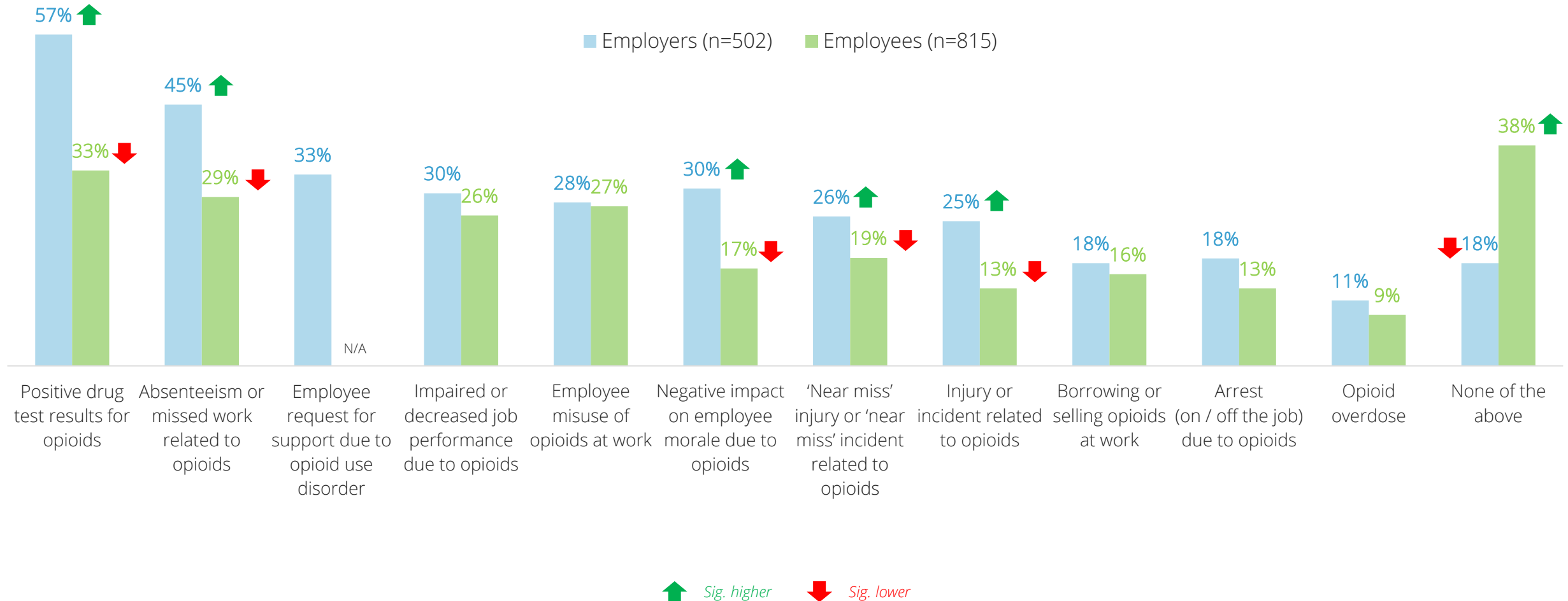
\* Note: Wording changed between waves. In 2019, this was worded as 'Complaints to HR or negative impact on morale'.

\* Note: Wording changed between waves. In 2019, this was worded as "Near miss" or injury related to opioid use'.

↑ Sig. higher ↓ Sig. lower

Q10. Which of the following are you aware of having occurred in your workforce? [EMPLOYER]

Q10. Have any of the following happened at your workplace (to the best of your knowledge)? [EMPLOYEE]



Base:

815 Employees  
502 Employers

## Q10. Which of the following are you aware of having occurred in your workforce?

Table Shows % Indicating Incident Has Occurred

Significantly higher Significantly lower

	Overall	Recovery Ready / Friendly Workplace Policies					Familiarity With NSC		Org. Size	
		Has adopted	Considering	Not yet explored	Decided against	Don't know	Familiar	Unfamiliar	<500 Employees	>500 Employees
Base	502	120	151	157	28*	46	370	132	250	252
Positive drug test results for opioids	46%	48%	52%	43%	36%	33%	50%	35%	39%	53%
Absenteeism or missed work related to opioids	41%	44%	52%	37%	21%	17%	44%	33%	38%	43%
Impaired or decreased job performance due to opioids	32%	39%	35%	31%	18%	22%	35%	27%	30%	35%
Employee misuse of opioids at work	27%	34%	31%	24%	25%	9%	28%	23%	26%	28%
Negative impact on employee morale due to opioids	26%	28%	29%	26%	14%	15%	29%	15%	20%	31%
Employee request for support due to opioid use disorder	23%	31%	32%	15%	11%	9%	25%	16%	19%	27%
'Near miss' injury or 'near miss' incident related to opioids	20%	23%	29%	15%	11%	9%	22%	15%	16%	25%
Injury or incident related to opioids	18%	23%	21%	15%	7%	11%	21%	11%	16%	19%
Arrest (on / off the job) due to opioids	18%	18%	19%	17%	25%	11%	16%	20%	18%	17%
Borrowing or selling opioids at work	15%	18%	18%	10%	21%	7%	15%	13%	15%	15%
Opioid overdose	11%	13%	16%	5%	7%	9%	11%	10%	9%	13%
None of the above	25%	23%	13%	30%	36%	43%	20%	38%	28%	21%

\* Caution: Low Base

Base: 502  
Employers



## Q10. Which of the following are you aware of having occurred in your workforce?

Table Shows % Indicating Incident Has Occurred

Significantly higher Significantly lower

	Overall	Overdose In The Workplace		Familiarity With Naloxone		Stocking Of Naloxone			
		Experienced OD	Have not experienced	Familiar	Unfamiliar	Currently stocking	Considering	Decided against	Uninformed
Base	502	54	448	424	78	251	138	28*	85
Positive drug test results for opioids	46%	59%	44%	48%	33%	54%	42%	39%	31%
Absenteeism or missed work related to opioids	41%	50%	40%	43%	29%	45%	41%	32%	28%
Impaired or decreased job performance due to opioids	32%	46%	31%	35%	21%	38%	29%	21%	26%
Employee misuse of opioids at work	27%	61%	23%	29%	17%	32%	29%	14%	14%
Negative impact on employee morale due to opioids	26%	43%	24%	28%	13%	29%	27%	18%	16%
Employee request for support due to opioid use disorder	23%	41%	21%	25%	12%	31%	16%	11%	14%
'Near miss' injury or 'near miss' incident related to opioids	20%	41%	18%	22%	10%	29%	15%	7%	7%
Injury or incident related to opioids	18%	57%	13%	20%	9%	23%	19%	11%	4%
Arrest (on / off the job) due to opioids	18%	41%	15%	19%	10%	20%	15%	18%	14%
Borrowing or selling opioids at work	15%	35%	12%	16%	8%	22%	10%	7%	4%
Opioid overdose	11%	100%	0%	12%	3%	16%	7%	7%	1%
None of the above	25%	0%	27%	21%	41%	16%	26%	29%	47%

\* Caution: Low Base

## Q10. Have any of the following happened at your workplace (to the best of your knowledge)?

Table Shows % recalling incident

Significantly higher
  Significantly lower

	Overall	Industry							
		Manufacturing	Retail / Wholesale Trade	Construction	Transportation & Warehousing	Food Service / Restaurants	Hotels / Casinos	Utilities	Agriculture
Base	815	126	126	124	100	100	83	77	65
Positive drug test results for opioids	33%	44%	22%	46%	34%	32%	33%	16%	29%
Absenteeism or missed work related to opioids	29%	30%	29%	32%	27%	33%	31%	19%	26%
Employee use of opioids at work	27%	37%	19%	32%	22%	30%	29%	16%	29%
Impaired or decreased job performance due to opioids	26%	31%	26%	29%	19%	27%	29%	9%	34%
'Near miss' injury or 'near miss' incident related to opioids	19%	25%	15%	30%	13%	16%	11%	9%	25%
Negative impact on employee morale due to opioids	17%	17%	17%	24%	12%	20%	14%	5%	17%
Borrowing or selling opioids at work	16%	19%	12%	22%	11%	21%	17%	5%	14%
Injury or incident related to opioids	13%	13%	10%	21%	12%	12%	11%	5%	20%
Arrest (on / off the job) due to opioids	13%	11%	12%	15%	13%	13%	20%	4%	18%
Opioid overdose	9%	10%	5%	9%	10%	6%	7%	8%	15%
None of the above	38%	34%	45%	25%	40%	33%	33%	60%	43%

## Q10. Have any of the following happened at your workplace (to the best of your knowledge)?

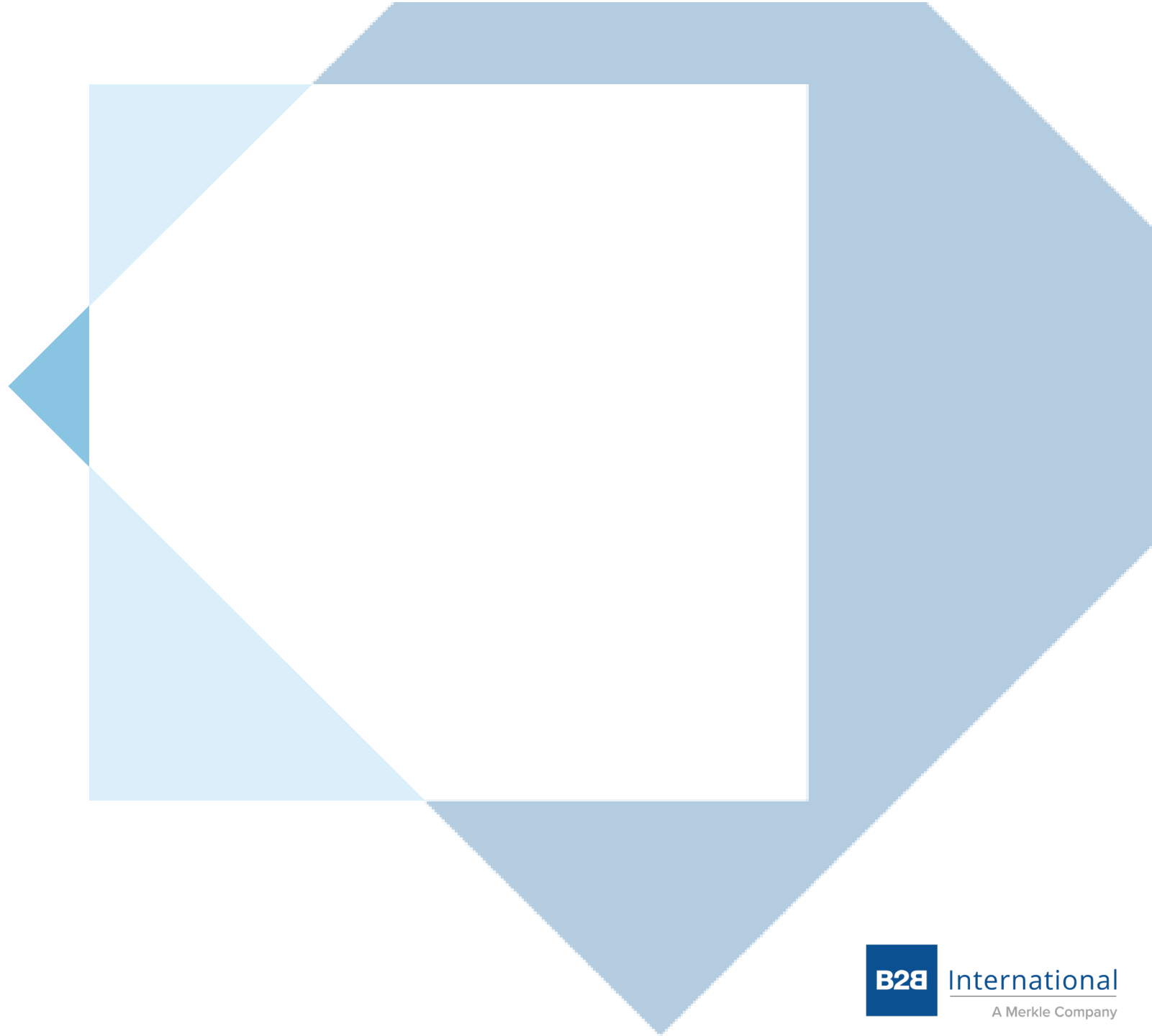
Table Shows % recalling incident

■ Significantly higher
 ■ Significantly lower

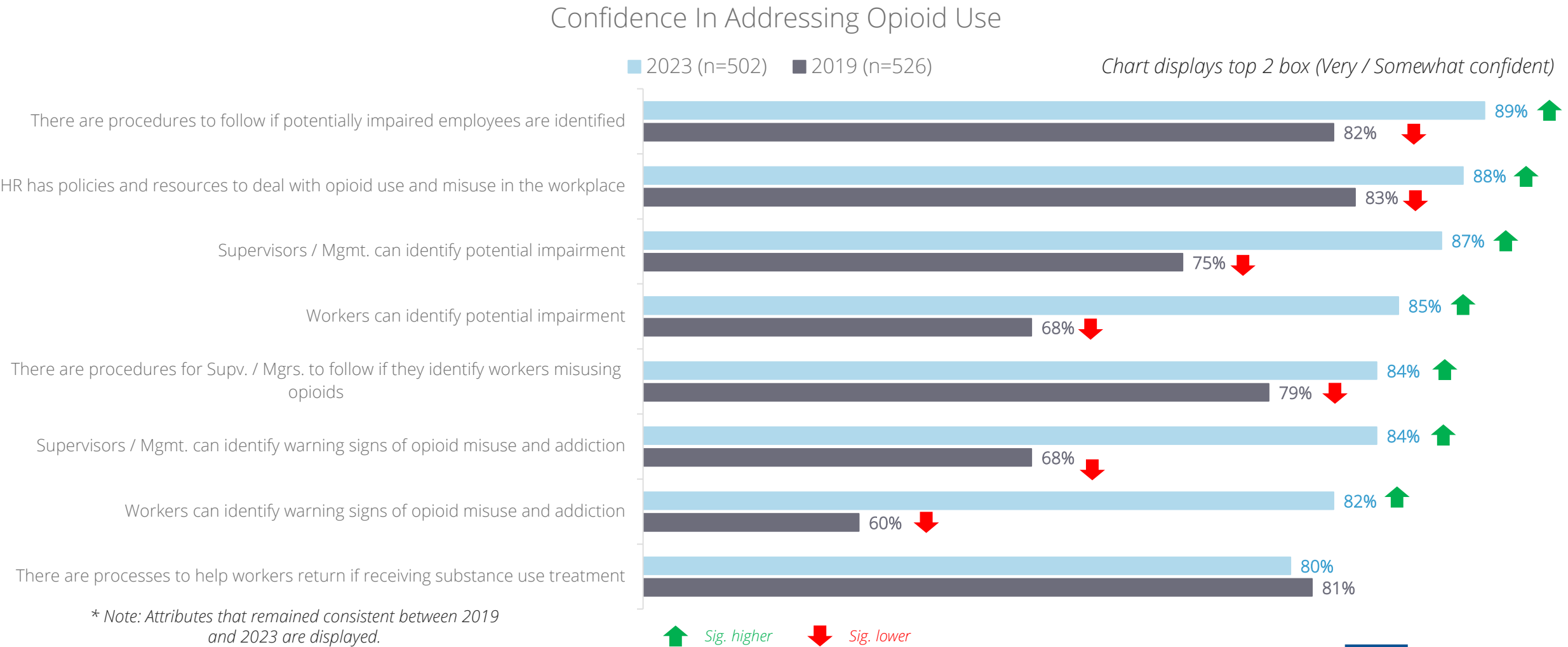
	Overall	Age				Ethnicity				Experience With SUD	
		34 Or Younger	35 - 44	45 - 54	55 Or Older	White / Caucasian	Black / African American	Hispanic / Latino	Asian / Pacific Islander	Have Experience	No Experience
Base	815	232	269	172	142	518	172	127	39	541	257
Positive drug test results for opioids	33%	37%	39%	28%	24%	33%	37%	37%	26%	41%	19%
Absenteeism or missed work related to opioids	29%	23%	28%	34%	33%	35%	18%	30%	10%	36%	14%
Employee use of opioids at work	27%	29%	34%	26%	13%	29%	30%	27%	21%	35%	12%
Impaired or decreased job performance due to opioids	26%	26%	27%	24%	25%	29%	23%	28%	18%	32%	12%
'Near miss' injury or 'near miss' incident related to opioids	19%	16%	22%	20%	13%	19%	17%	25%	15%	24%	7%
Negative impact on employee morale due to opioids	17%	19%	20%	12%	12%	18%	17%	20%	8%	21%	8%
Borrowing or selling opioids at work	16%	18%	21%	10%	8%	16%	16%	14%	13%	21%	5%
Injury or incident related to opioids	13%	16%	16%	9%	8%	14%	12%	14%	13%	18%	4%
Arrest (on / off the job) due to opioids	13%	13%	16%	12%	10%	14%	12%	15%	10%	18%	5%
Opioid overdose	9%	11%	11%	4%	6%	8%	10%	12%	13%	11%	4%
None of the above	38%	30%	33%	45%	51%	38%	35%	31%	44%	26%	63%



## Preparedness & Policy – Opioids

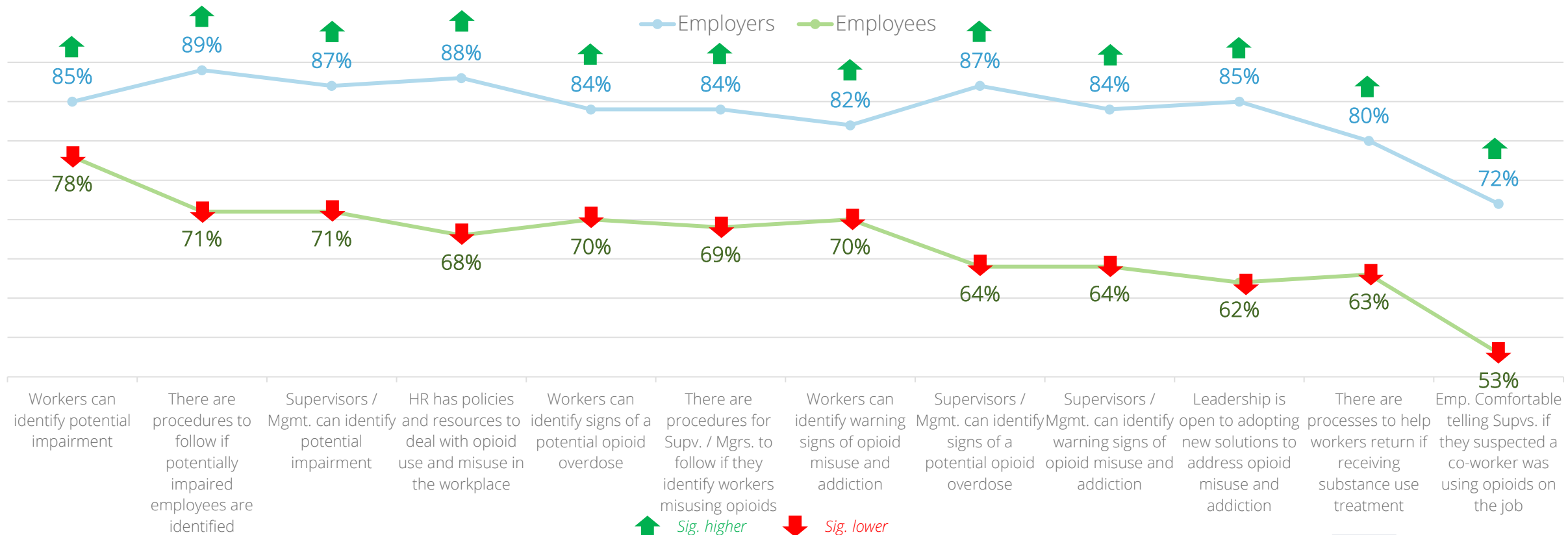


# Q12. How confident are you in the following statements about your workplace regarding opioid use?



Q12. [EMPLOYER] / Q11. [EMPLOYEE] How confident are you in the following statements about your workplace regarding opioid use?

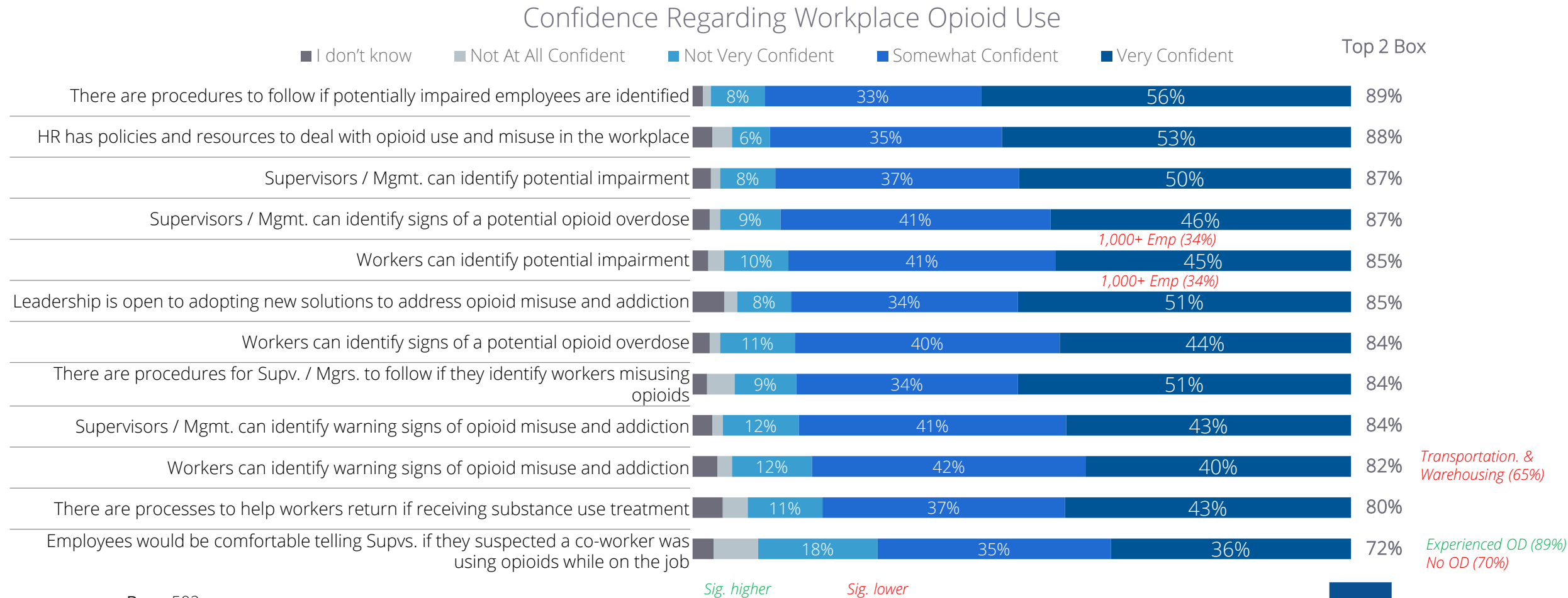
### Preparedness To Address Opioid Use



Base:

815 Employees  
502 Employers

## Q12. How confident are you in the following statements about your workplace regarding opioid use?



## Q12. How confident are you in the following statements about your workplace regarding opioid use?

Table Shows % Indicating Somewhat / Very Confident

Significantly higher Significantly lower

	Overall	Recovery Ready / Friendly Workplace Policies				
		Has adopted	Considering	Not yet explored	Decided against	Don't know
Base	502	120	151	157	28*	46
There are procedures to follow if potentially impaired employees are identified	89%	96%	90%	85%	89%	83%
HR has policies and resources to deal with opioid use and misuse in the workplace	88%	98%	91%	83%	93%	72%
Supervisors / Mgmt. can identify potential impairment	87%	93%	93%	81%	89%	76%
Supervisors / Mgmt. can identify signs of a potential opioid overdose	87%	95%	91%	79%	86%	76%
Workers can identify potential impairment	85%	93%	89%	80%	93%	72%
Leadership is open to adopting new solutions to address opioid misuse and addiction	85%	96%	91%	76%	89%	63%
Workers can identify signs of a potential opioid overdose	84%	94%	91%	73%	89%	72%
There are procedures for Supv. / Mgrs. to follow if they identify workers misusing opioids	84%	93%	85%	80%	86%	72%
Supervisors / Mgmt. can identify warning signs of opioid misuse and addiction	84%	93%	88%	75%	93%	72%
Workers can identify warning signs of opioid misuse and addiction	82%	91%	87%	75%	79%	65%
There are processes to help workers return if receiving substance use treatment	80%	95%	87%	69%	79%	59%
Employees would be comfortable telling Supvs. if they suspected a co-worker was using opioids while on the job	72%	81%	74%	64%	89%	61%

Base: 502  
Employers

\* Caution: Low Base



## Q12. How confident are you in the following statements about your workplace regarding opioid use?

Table Shows % Indicating Somewhat / Very Confident

Significantly higher Significantly lower

	Overall	Familiarity With Naloxone		Stocking Of Naloxone			
		Familiar	Unfamiliar	Currently stocking	Considering	Decided against	Uninformed
Base	502	424	78	251	138	28*	85
There are procedures to follow if potentially impaired employees are identified	89%	92%	74%	93%	91%	89%	73%
HR has policies and resources to deal with opioid use and misuse in the workplace	88%	91%	72%	94%	91%	79%	69%
Supervisors / Mgmt. can identify potential impairment	87%	89%	77%	92%	88%	93%	69%
Supervisors / Mgmt. can identify signs of a potential opioid overdose	87%	89%	74%	95%	83%	93%	66%
Workers can identify potential impairment	85%	88%	73%	91%	86%	89%	66%
Leadership is open to adopting new solutions to address opioid misuse and addiction	85%	88%	72%	92%	85%	79%	67%
Workers can identify signs of a potential opioid overdose	84%	87%	73%	93%	80%	82%	67%
There are procedures for Supv. / Mgrs. to follow if they identify workers misusing opioids	84%	86%	74%	88%	88%	82%	67%
Supervisors / Mgmt. can identify warning signs of opioid misuse and addiction	84%	85%	76%	90%	83%	89%	65%
Workers can identify warning signs of opioid misuse and addiction	82%	84%	71%	88%	82%	82%	64%
There are processes to help workers return if receiving substance use treatment	80%	83%	68%	88%	84%	64%	56%
Employees would be comfortable telling Supvs. if they suspected a co-worker was using opioids while on the job	72%	74%	62%	81%	64%	64%	59%

Base: 502  
Employers

\* Caution: Low Base

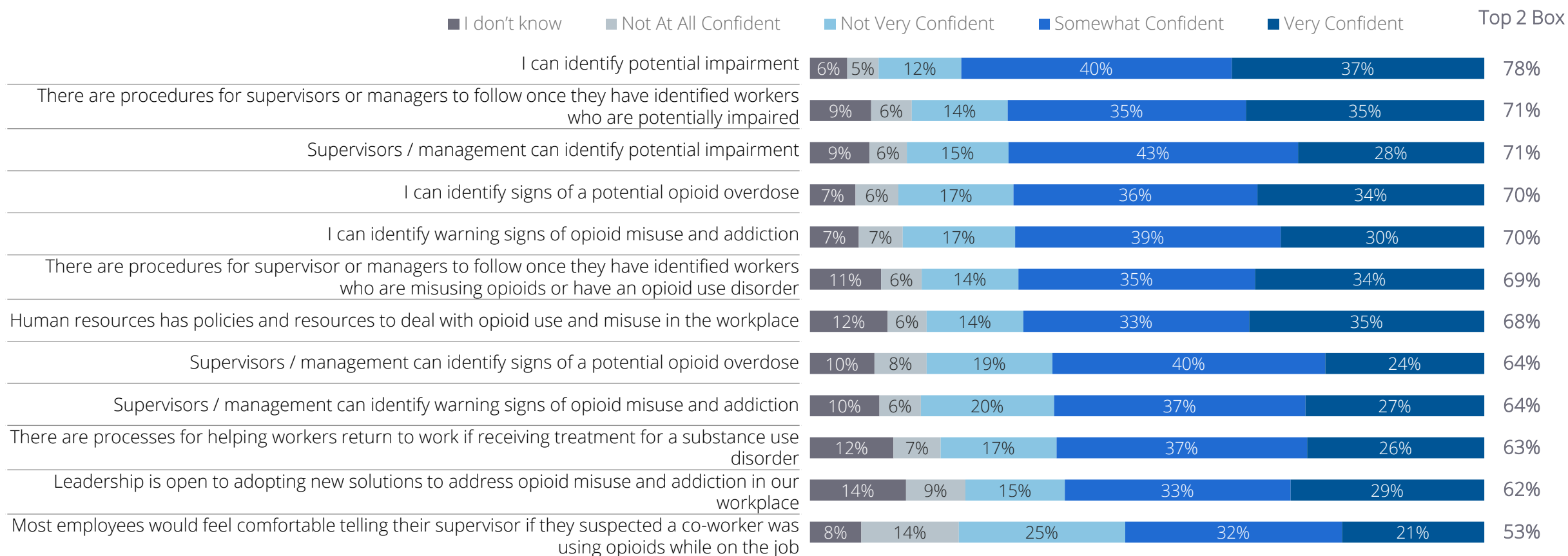
## Q12. How confident are you in the following statements about your workplace regarding opioid use?

Table Shows % Indicating Somewhat / Very Confident

Significantly higher Significantly lower

	Overall	Familiarity With NSC	
		Familiar	Unfamiliar
Base	502	370	132
There are procedures to follow if potentially impaired employees are identified	89%	93%	78%
HR has policies and resources to deal with opioid use and misuse in the workplace	88%	92%	77%
Supervisors / Mgmt. can identify potential impairment	87%	91%	78%
Supervisors / Mgmt. can identify signs of a potential opioid overdose	87%	91%	76%
Workers can identify potential impairment	85%	89%	76%
Leadership is open to adopting new solutions to address opioid misuse and addiction	85%	90%	70%
Workers can identify signs of a potential opioid overdose	84%	87%	77%
There are procedures for Supv. / Mgrs. to follow if they identify workers misusing opioids	84%	89%	72%
Supervisors / Mgmt. can identify warning signs of opioid misuse and addiction	84%	89%	70%
Workers can identify warning signs of opioid misuse and addiction	82%	86%	71%
There are processes to help workers return if receiving substance use treatment	80%	85%	67%
Employees would be comfortable telling Supvs. if they suspected a co-worker was using opioids while on the job	72%	74%	65%

## Q11. How confident are you in the following statements about your workplace regarding opioid use?



## Q11. How confident are you in the following statements about your workplace regarding opioid use?

Table Shows % Top 2 Box (somewhat / very confident)

Significantly higher

Significantly lower







	Overall	Organization Size				Recovery Ready Workplace		
		Less than 100 employees	100 - 499 employees	500 to 1,000 employees	Over 1,000 employees	Recovery Ready	Not Recovery Ready	Don't know
Base	815	239	186	123	267	252	353	210
I can identify potential impairment	78%	79%	83%	84%	70%	85%	77%	69%
There are procedures for supervisors or managers to follow once they have identified workers who are potentially impaired	71%	70%	75%	70%	69%	80%	64%	70%
Supervisors / management can identify potential impairment	71%	77%	73%	76%	61%	81%	67%	64%
I can identify signs of a potential opioid overdose	70%	77%	69%	73%	62%	79%	69%	59%
I can identify warning signs of opioid misuse and addiction	70%	76%	72%	74%	60%	77%	71%	59%
There are procedures for supervisor or managers to follow once they have identified workers who are misusing opioids or have an opioid use disorder	69%	67%	74%	63%	70%	79%	61%	71%
Human resources has policies and resources to deal with opioid use and misuse in the workplace	68%	67%	69%	67%	70%	82%	61%	64%
Supervisors / management can identify signs of a potential opioid overdose	64%	72%	66%	63%	56%	79%	58%	56%
Supervisors / management can identify warning signs of opioid misuse and addiction	64%	72%	66%	65%	55%	76%	60%	55%
There are processes for helping workers return to work if receiving treatment for a substance use disorder	63%	62%	63%	65%	64%	81%	54%	58%
Our leadership is open to adopting new solutions to address opioid misuse and addiction in our workplace	62%	66%	60%	60%	62%	81%	56%	51%
Most employees would feel comfortable telling their supervisor if they suspected a co-worker was using opioids while on the job	53%	58%	54%	56%	47%	67%	48%	44%

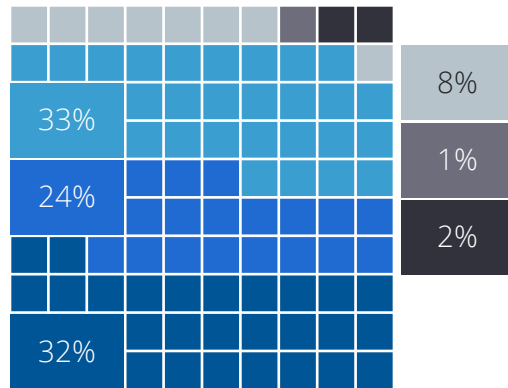
Base: 815  
All Employees

Q13. Which of the following would you say best reflects your organization's approach to an employee who is found to be misusing

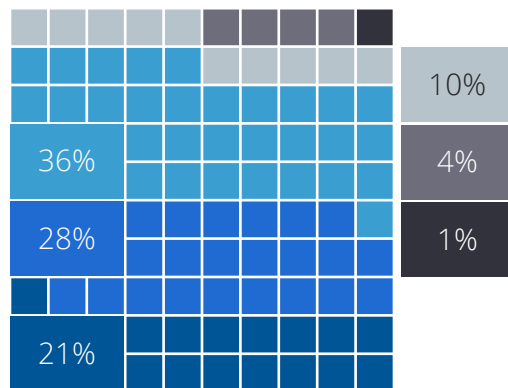
...

### Approach To Employee Misuse

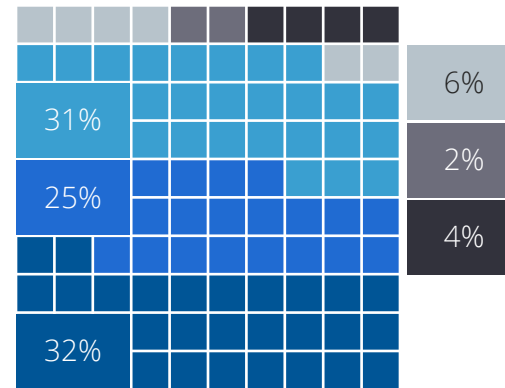
-  Dismiss them
-  Ensure they have careful monitoring for the rest of their employment with my organization
-  Return them to their position after appropriate treatment
-  Relocate them to positions of lesser responsibility
-  Ignore the problem
-  Don't know



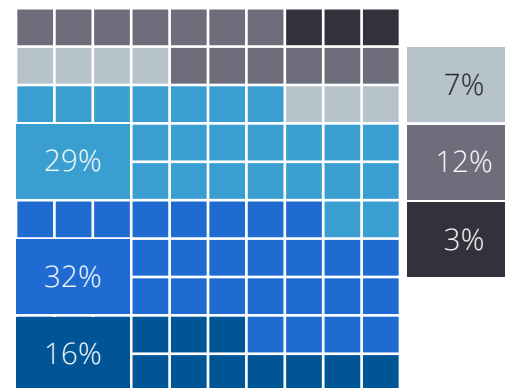
Opioids



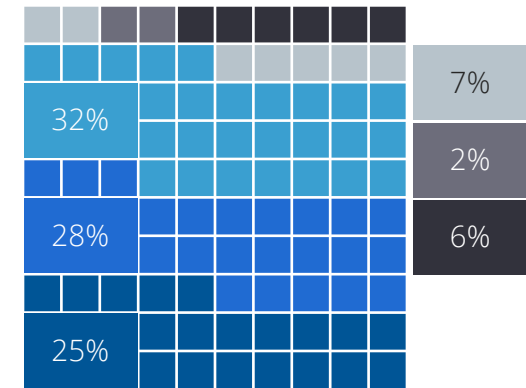
Alcohol



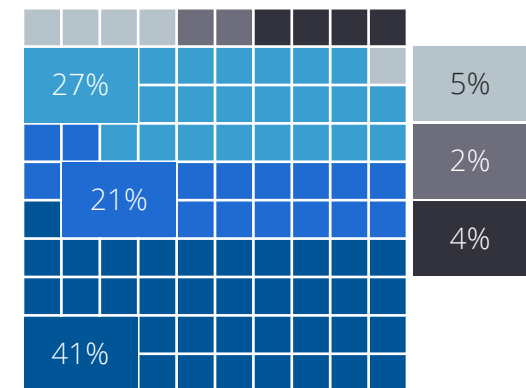
Stimulants



Marijuana / Cannabis



Benzodiazepines



Other Illegal Drugs

Base: 502  
Employers

# Q13. Which of the following would you say best reflects your organization's approach to an employee who is found to be misusing

...

Table Shows % Indicating response

	Drug Classification									
	Opioids	Stimulants	Opioids	Benzo-diazepines	Opioids	Alcohol	Opioids	Marijuana / cannabis products	Opioids	Other illegal drugs
Base	502	502	502	502	502	502	502	502	502	502
Return them to their position after appropriate treatment	33%	31%	33%	32%	33%	36%	33%	29%	33%	27%
Dismiss them	32%	32%	32%	25%	32%	21%	32%	16%	32%	41%
Ensure they have careful monitoring for the rest of their employment with my organization	24%	25%	24%	28%	24%	28%	24%	32%	24%	21%
Relocate them to positions of lesser responsibility	8%	6%	8%	7%	8%	10%	8%	7%	8%	5%
Ignore the problem	1%	2%	1%	2%	1%	4%	1%	12%	1%	2%
Don't know	3%	4%	3%	6%	3%	2%	3%	4%	3%	4%

# Q13. Which of the following would you say best reflects your organization's approach to an employee who is found to be misusing

...

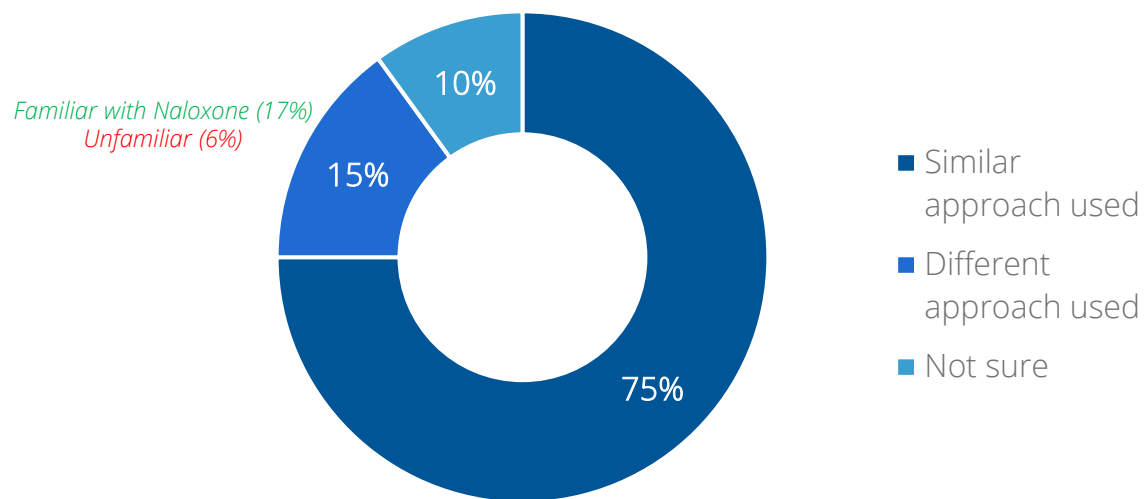
Table Shows % Indicating 'Dismiss Them'

Significantly higher
Significantly lower

	Overall	Recovery Ready / Friendly Workplace Policies					Familiarity With NSC	
		Has adopted	Considering	Not yet explored	Decided against	Don't know	Familiar	Unfamiliar
Base	502	120	151	157	28*	46	370	132
Other illegal drugs (e.g. LSD, PCP, ketamine, psilocybin)	41%	30%	40%	47%	57%	48%	41%	44%
Stimulants	32%	28%	23%	39%	54%	41%	30%	40%
Opioids	32%	23%	22%	40%	57%	50%	29%	40%
Benzodiazepines	25%	18%	15%	32%	54%	33%	22%	34%
Alcohol	21%	11%	15%	24%	43%	39%	17%	31%
Marijuana / cannabis products	16%	8%	12%	20%	36%	26%	15%	18%

Q14. Thinking of contractors or other temporary employees your organization might hire, would you say the approach and policies for contractors who might be misusing drugs is similar to that of employees, or is a different approach used?

Approach Towards Contractors



	Overall	Organization Size	
		<500 Employees	>500 Employees
Base	502	250	252
Similar approach used	75%	76%	73%
Different approach used	15%	11%	19%
Not Sure	10%	13%	8%

■ Significantly higher  
■ Significantly lower

Sig. higher
Sig. lower



*Q15. How is your organization's approach different when encountering a contractor or temporary employee who might be misusing drugs?*

### Zero Tolerance

Zero tolerance for contractors or temporary employees.

We are **less tolerant** of drug misuse by contractors. We will terminate them.

Contractors **don't get another chance**.

Usually, we would just **terminate the contract** since they aren't permanent.

### Responsibility Of The Contractor's Agency

We do **not have control of the policies** of our contract employees.

Contract employees who are suspected are **reported to their agency or company** and they are generally not to return to our site.

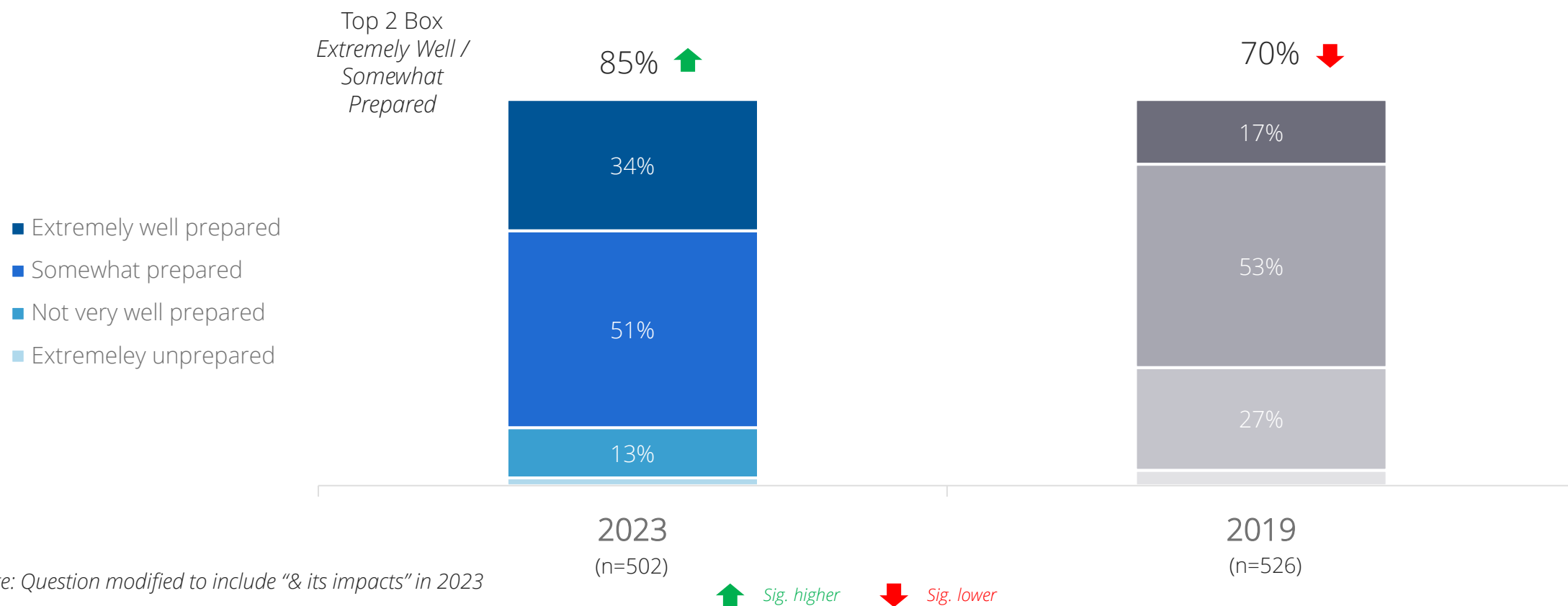
They would **not pay** for any kind of program or rehab for a contractor.

They would be escorted off the property and **my company** would contact the **company they are working for** so then their company would take it from there.

Base: 75

Employers who use a different approach with contractors

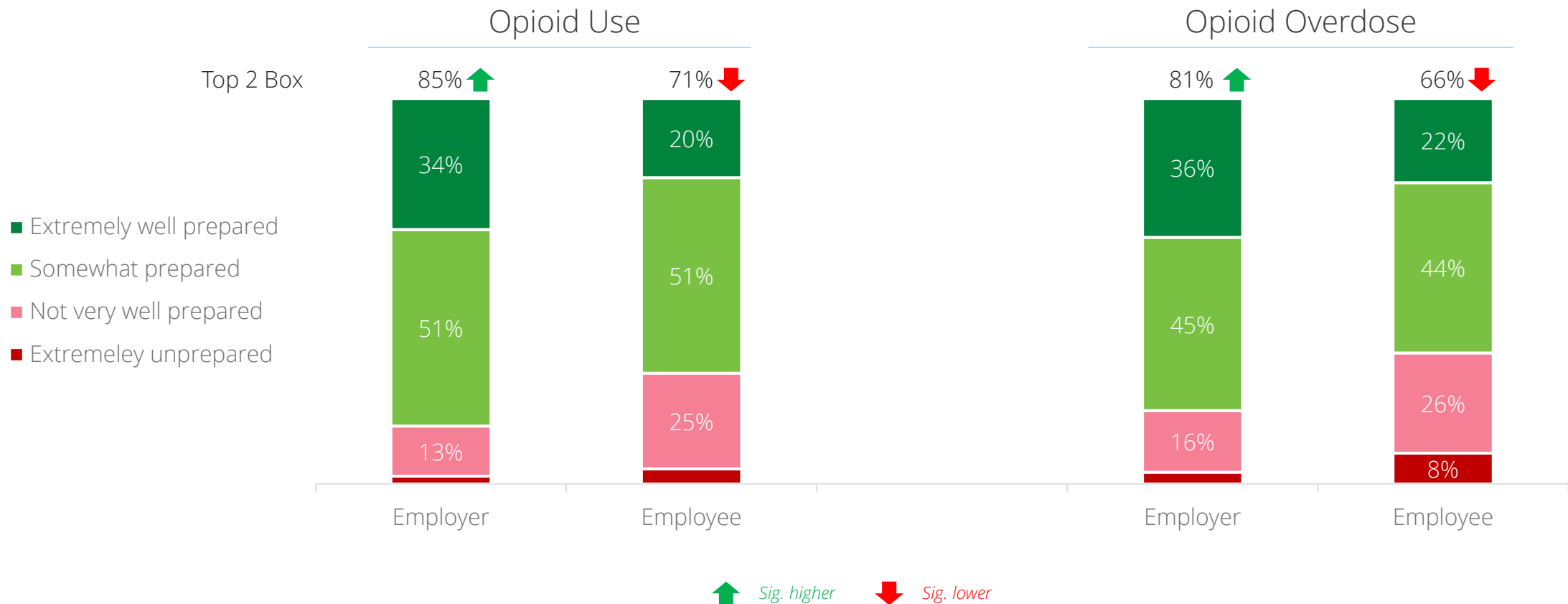
Q16. How well prepared do you think your organization is in dealing with opioid use & its impacts on the workplace?



\* Note: Question modified to include "& its impacts" in 2023

Base:  
Varies By Wave

Q16. [EMPLOYER] / Q12. [EMPLOYEE] How well prepared do you think your organization is in dealing with opioid use & its impacts on the workplace? / Q18. [EMPLOYER] / Q.14 [EMPLOYEE] How well prepared do you think your organization is when dealing with an opioid overdose in the workplace?



Base:  
815 Employees  
502 Employers



Q16. [EMPLOYER] / Q12. [EMPLOYEE] How well prepared do you think your organization is in dealing with opioid use & its impacts on the workplace? Q17. [EMPLOYER] / Q13. [EMPLOYEE] Why do you say that?

There are some **procedures in place** like random drug testing especially if there is an accident or suspicion of drug use but other than that there is really **nothing in place to help someone other than termination**.

We have the **appropriate policies and procedures in place**, but we struggle with the idea that nobody wants to tell on anybody and get them in trouble. We struggle with not knowing what we don't know.

Addiction takes many forms. Some people are functioning addicts and can be **hard to spot**. Others are less hidden, but when there's not many people looking for work, **it's hard to deal with it unless there's an offense or accident**.

We have **detailed policies in place** to help identify and address opioid use. My organization has trained managers in how to **identify warning signs** and we have **tools to get employees help**.

I have **yet to see an instance** at my workplace regarding opiates where the situation was handled through my employer. But I'm **pretty sure there are procedures in place** in case something like that would happen.

We have some **high-level policies in place** that are communicated fairly well through the management team, but the **training does not reach the workers** in a way that is allowing them to fully grasp the concerns.

The company that I work for **cares a lot about employee safety**. Having experienced workers under the influence of illicit substances, I've seen people be **removed from the job site immediately** for these exact reasons.

We use an *Opioids at Work* employer tool kit that help employees recognize signs of impairment, and we develop drug-related policies and **support employees who are struggling with opioid misuse**.

I have been with my employer for 15 years and have **never heard about any opioid use or substance abuse policies or procedures**.

Base:

815 Employees  
502 Employers



*Q18. [EMPLOYER] / Q14. [EMPLOYEE] How well prepared do you think your organization is in dealing with an opioid overdose in the workplace? Q19. [EMPLOYER] / Q15. [EMPLOYEE] Why do you say that?*

I have **not received training or any policy or procedure** on how to handle an opioid overdose in the workplace nor has the company communicated any **action plans or steps to take in the event of an overdose**. So, I don't believe our organization is prepared for dealing with that scenario.

The work environment has employees that **work by themselves** over the course of a shift without direct oversight. If an employee does not answer a phone call they are **suspected of ignoring management to avoid work rather than having an overdose or workplace accident**.

We keep **Narcan on hand and are ready to address** this problem if necessary. But I worry we **do not have appropriate knowledge about warning signs** and that employees may not feel comfortable talking to management about their substance use.

There are **few medically knowledgeable people on site**, and no access to medical supplies. It **takes emergency personnel nearly 30 minutes** to arrive on site, which is much too long for an emergency such as an overdose.

The safety department is called upon in case of an overdose at work, however we do have **direct contact to the local opioid treatment center and 911** for quick help if necessary.

We have **not faced an overdose issue**, so while prepared in most instances, many of our department heads **lack the sophisticated training** to know how to deal with this issue effectively.

We have **procedures in place** in case this happened but until it happens, and you actually go through the situation personally, I don't think you can be prepared for it.

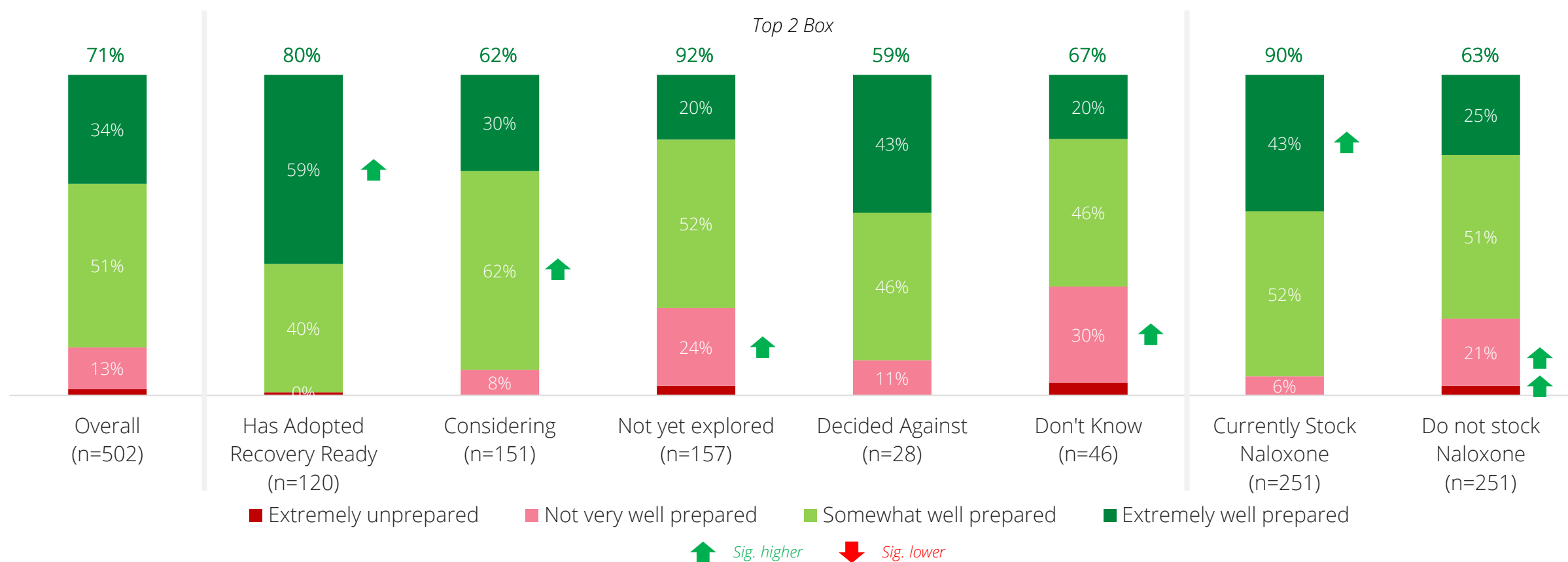
Now that this is a problem that has skyrocketed over the years to the huge issue it is now, I think **we are better prepared and more used to the possibility of seeing it**.

I'm a **member of our Emergency Response Team** and would be one of the first internal responders to an overdose and I'm not sure I'd recognize it for what it was.

Base:

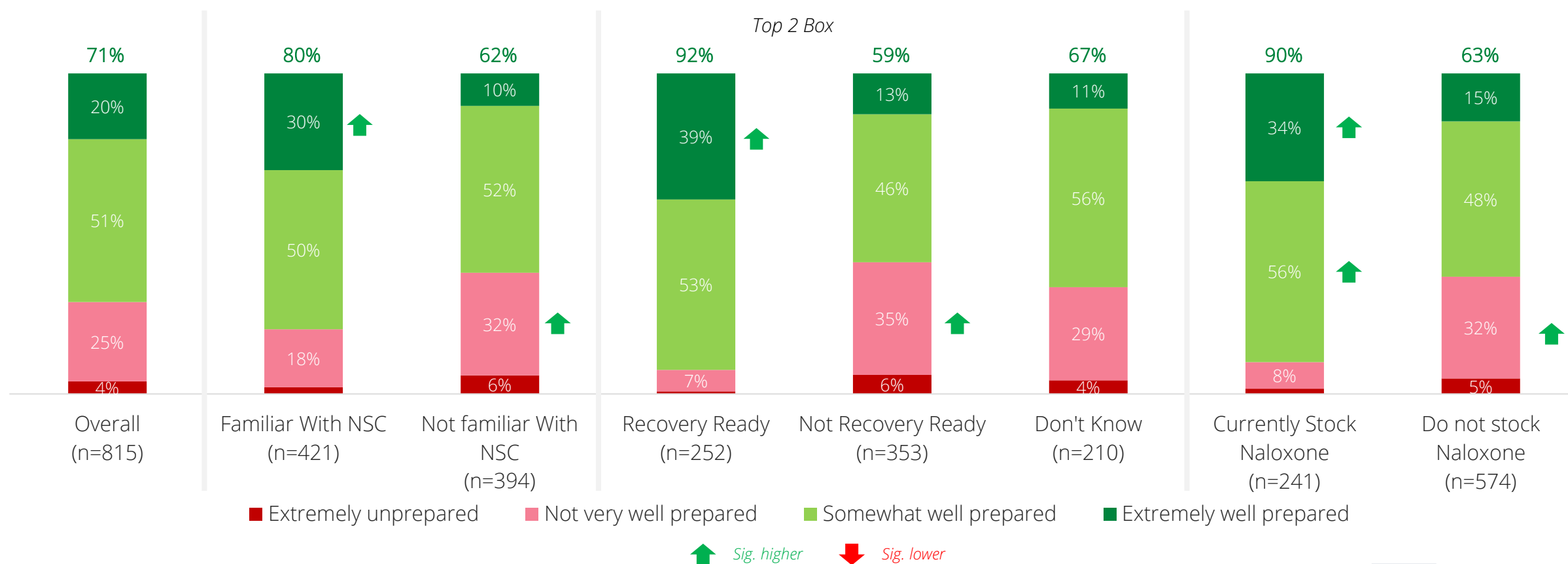
815 Employees  
502 Employers

Q16. How well prepared do you think your organization is in dealing with opioid use & its impacts on the workplace?



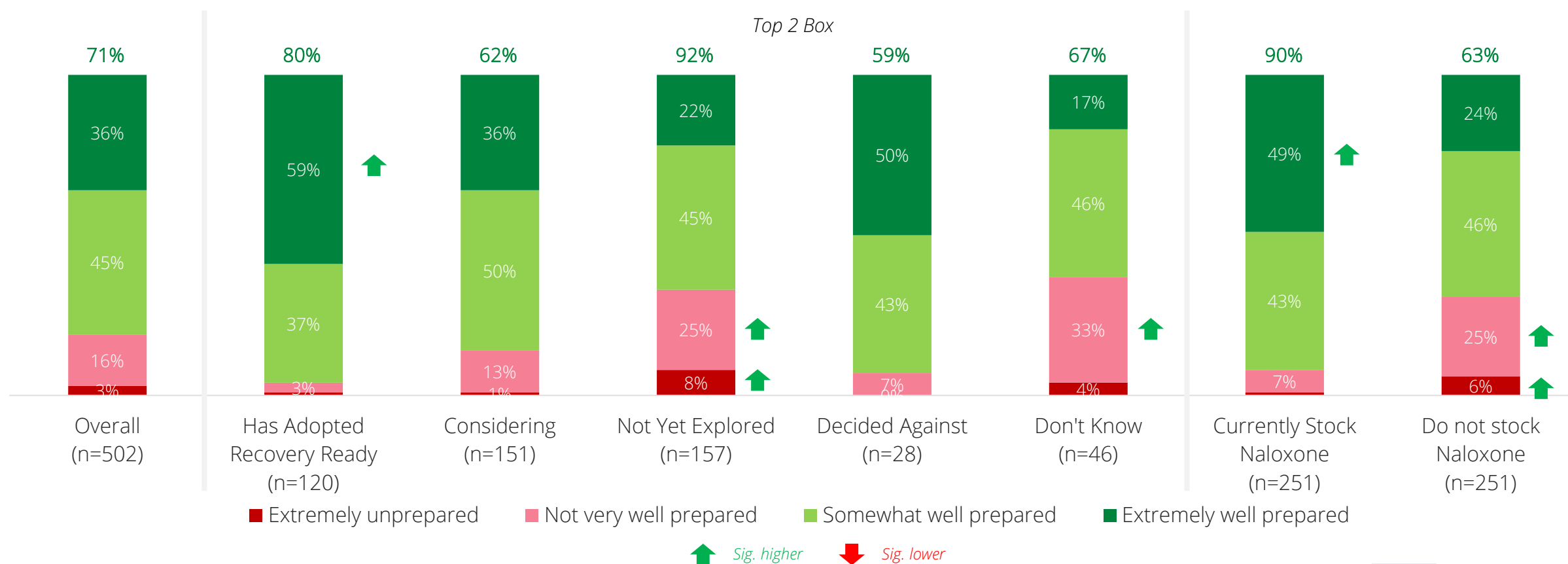
Base: 502  
Employers

Q12. How well prepared do you think your organization is in dealing with opioid use & its impacts on the workplace?



Base: 815  
Employees

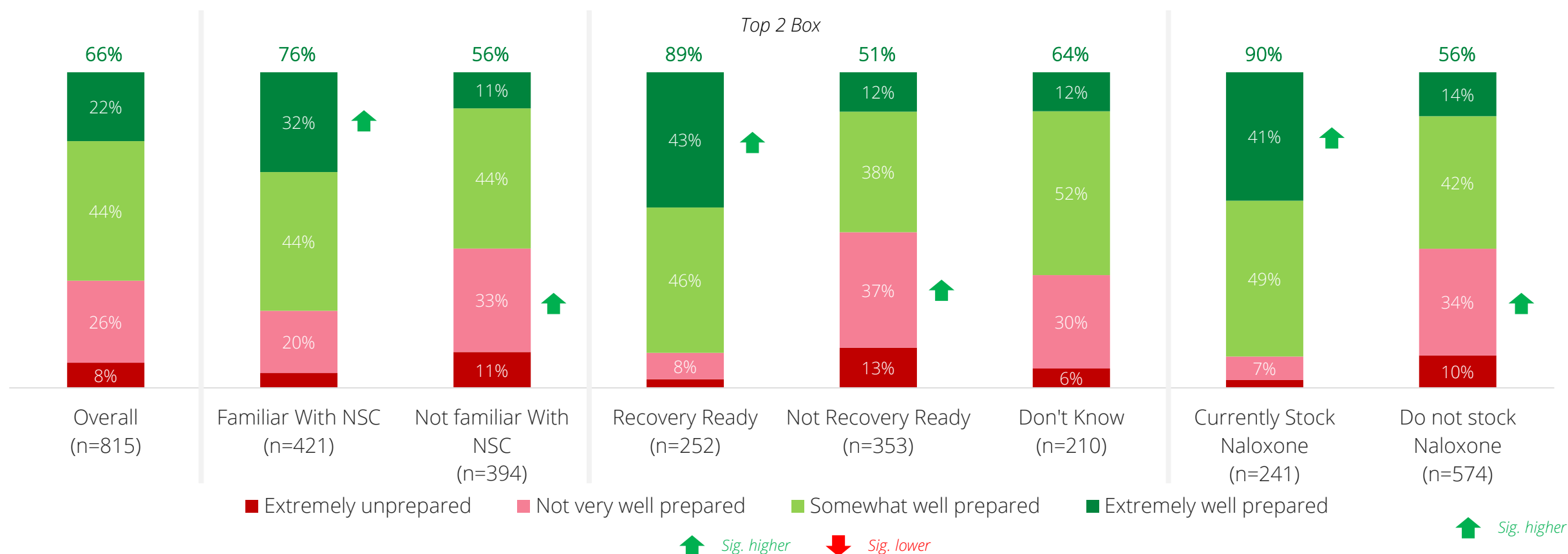
Q18. How well prepared do you think your organization is in when dealing with an opioid overdose in the workplace?



Base: 502  
Employers



Q14. How well prepared do you think your organization is in when dealing with an opioid overdose in the workplace?

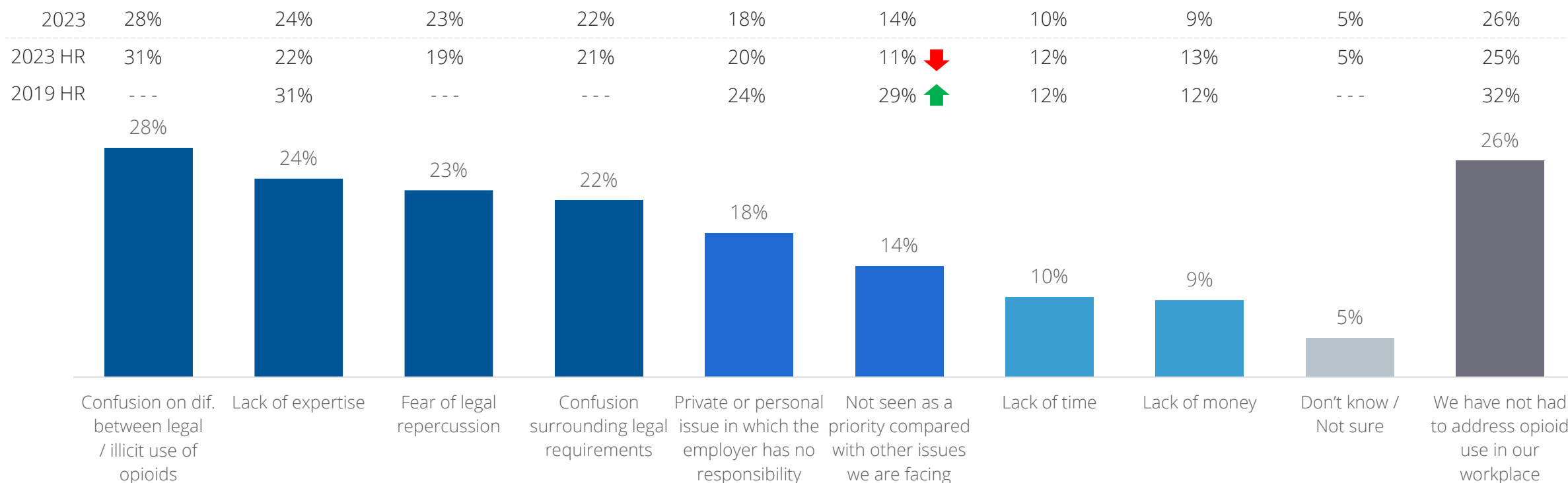


↑ Sig. higher

Base: 815  
Employees

Q20. When addressing opioid overdoses in the workplace, which of the following barriers has your organization encountered?

### Barriers Faced When Addressing Workplace Opioid Overdoses



↑ Sig. higher ↓ Sig. lower

Note: Question only asked among HR in 2019

Base: 502  
Employers

Q20. When addressing opioid overdoses in the workplace, which of the following barriers has your organization encountered?

Table Shows % Encountering Barrier

Significantly higher Significantly lower

	Overall	Overdose In The Workplace		Stocking Of Naloxone		NSC Membership	
		Experienced OD	Have not experienced	Currently stocking	Not stocking	NSC member	Non-member
Base	502	424	78	251	251	377	125
Confusion surrounding differences between legal and illicit use of opioids	28%	46%	26%	34%	22%	25%	37%
Lack of expertise	24%	37%	23%	25%	23%	23%	26%
Fear of legal repercussion	23%	41%	21%	28%	17%	19%	33%
Confusion surrounding legal requirements	22%	30%	21%	25%	18%	19%	30%
Private or personal issue in which the employer has no role or responsibility	18%	33%	16%	18%	18%	17%	20%
Not seen as a priority compared with other issues we are facing	14%	15%	13%	14%	13%	14%	12%
Lack of time	10%	28%	8%	13%	6%	9%	11%
Lack of money	9%	28%	7%	11%	8%	8%	14%
Don't know / Not sure	5%	4%	5%	2%	8%	5%	3%

## Q20. When addressing opioid overdoses in the workplace, which of the following barriers has your organization encountered?

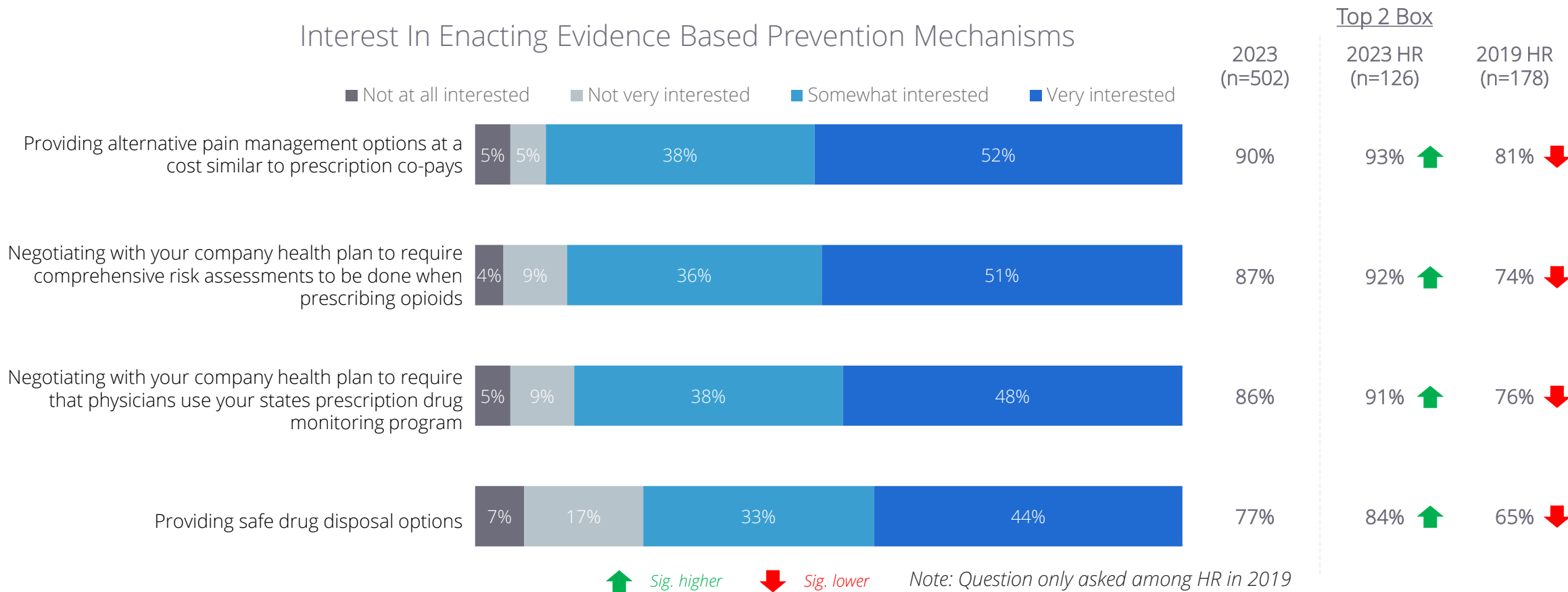
Table Shows % Encountering Barrier

Significantly higher Significantly lower

	Overall	Recovery Ready / Friendly Workplace Policies					Organization Size	
		Has adopted	Considering	Not yet explored	Decided against	Don't know	<500 Employees	500+ Employees
Base	502	120	151	157	28*	46	250	252
Confusion surrounding differences between legal and illicit use of opioids	28%	30%	40%	18%	18%	20%	21%	35%
Lack of expertise	24%	17%	30%	26%	11%	24%	22%	26%
Fear of legal repercussion	23%	23%	28%	18%	29%	17%	19%	26%
Confusion surrounding legal requirements	22%	23%	30%	16%	14%	15%	18%	25%
Private or personal issue in which the employer has no role or responsibility	18%	15%	19%	21%	14%	11%	16%	19%
Not seen as a priority compared with other issues we are facing	14%	11%	13%	16%	11%	17%	11%	16%
Lack of time	10%	15%	11%	8%	4%	2%	9%	11%
Lack of money	9%	12%	11%	7%	14%	2%	10%	9%
Don't know / Not sure	5%	3%	0%	5%	14%	17%	4%	6%

\* Caution: Low Base

# Q21. How interested would you be in enacting the following evidence based opioid misuse prevention mechanisms in your workplace?



Base:  
Varies By Year

# Q21. How interested would you be in enacting the following evidence based opioid misuse prevention mechanisms in your workplace?

Table Shows % Indicating Very Interested

Significantly higher Significantly lower

	Overall	Familiarity With Naloxone		Stocking Of Naloxone				Overdose In The Workplace	
		Familiar	Unfamiliar	Currently stocking	Considering	Decided against	Uninformed	Have experienced	Have not experienced
Base	502	424	78	251	138	28*	85	54	448
Providing alternative pain management options at a cost similar to prescription co-pays	52%	56%	31%	63%	48%	36%	31%	72%	49%
Negotiating with your company health plan to require comprehensive risk assessments to be done when prescribing opioids	51%	54%	35%	64%	46%	29%	29%	69%	49%
Negotiating with your company health plan to require that physicians use your states prescription drug monitoring program	48%	50%	35%	58%	46%	32%	27%	57%	47%
Providing safe drug disposal options	44%	46%	31%	57%	36%	18%	26%	63%	41%

\* Caution: Low Base

## Q21. How interested would you be in enacting the following evidence based opioid misuse prevention mechanisms in your workplace?

Table Shows % Very Interested In Enacting Prevention Mechanism

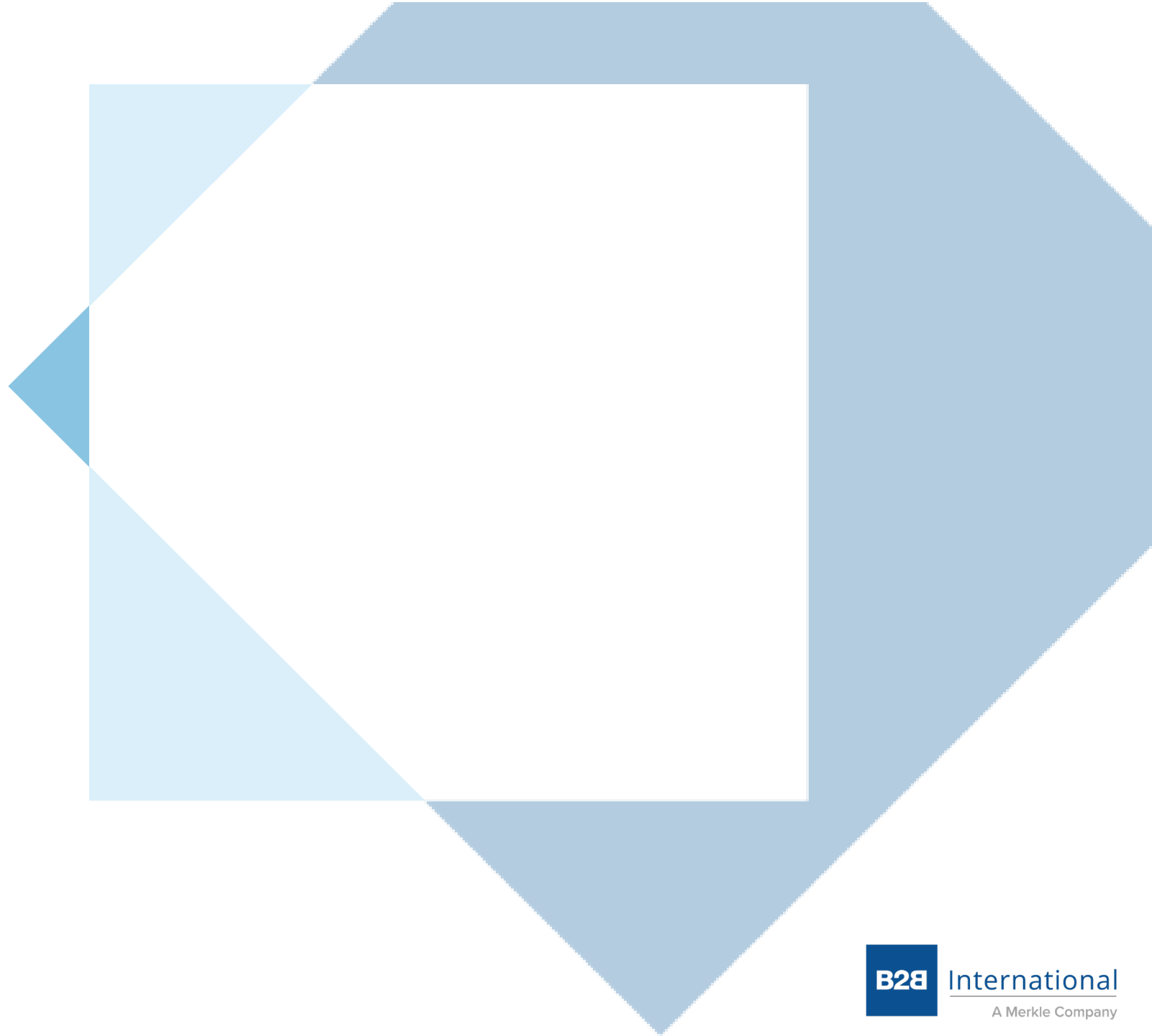
Significantly higher Significantly lower

	Overall	Recovery Ready / Friendly Workplace Policies					Familiarity With NSC	
		Has adopted	Considering	Not yet explored	Decided against	Don't know	Familiar	Unfamiliar
Base	502	120	151	157	28*	46	370	132
Providing alternative pain management options at a cost similar to prescription co-pays	52%	70%	57%	42%	36%	30%	56%	39%
Negotiating with your company health plan to require comprehensive risk assessments to be done when prescribing opioids	51%	73%	57%	40%	29%	26%	59%	30%
Negotiating with your company health plan to require that physicians use your states prescription drug monitoring program	48%	71%	51%	35%	39%	28%	53%	34%
Providing safe drug disposal options	44%	65%	50%	29%	21%	28%	49%	29%

\* Caution: Low Base



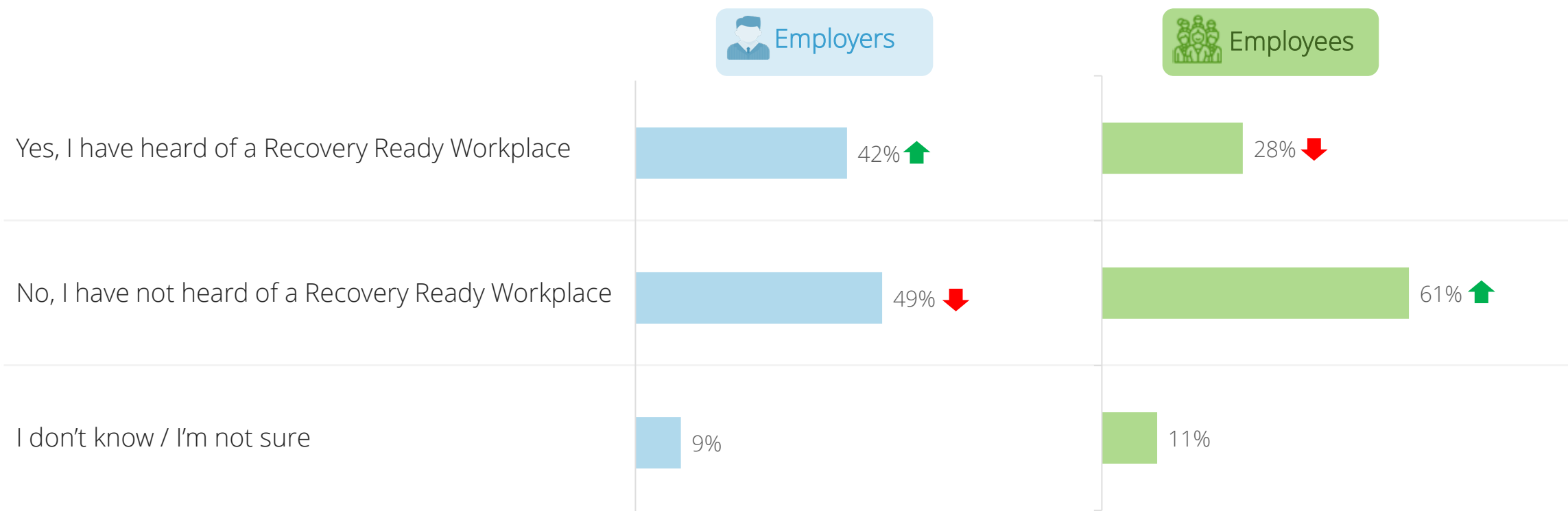
## Recovery Ready Workplace





Q22. [EMPLOYER] / Q16. [EMPLOYEE] Have you ever heard of a 'recovery ready' or recovery friendly' workplace?

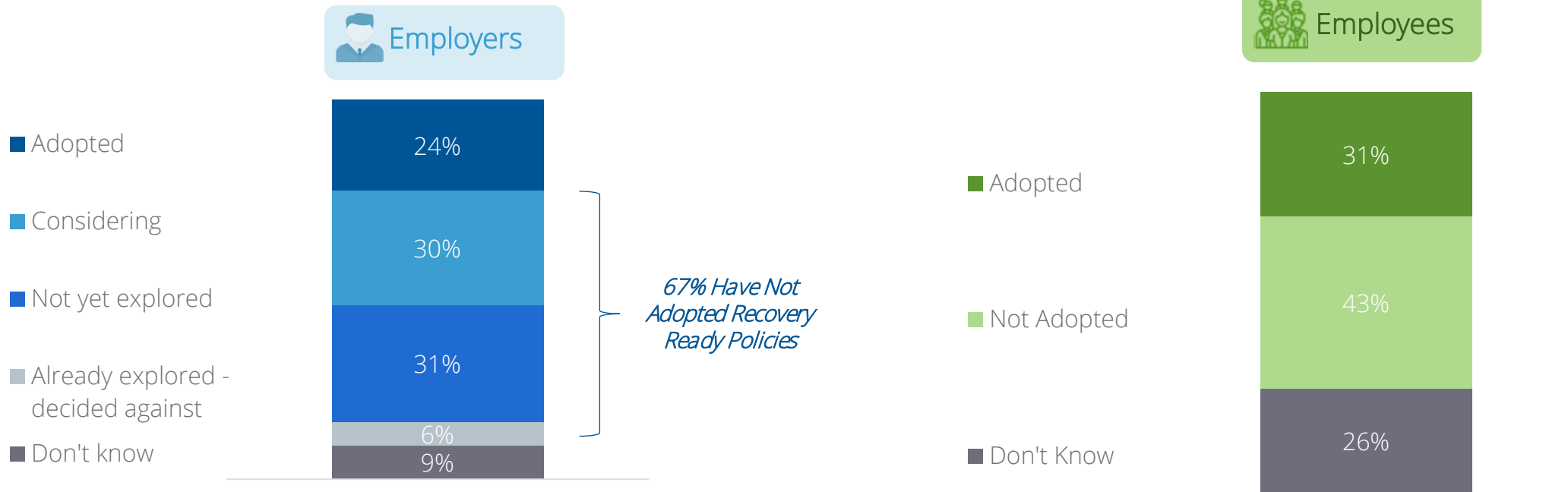
### Awareness of 'Recovery Ready'



↑ Sig. higher ↓ Sig. lower

Q23. [EMPLOYER] / Q.17. [EMPLOYEE] To the best of your knowledge, which of the following statements describes your organization's approach to a 'recovery ready' or 'recovery friendly' workplace?

### Adoption Of Recovery Ready Policies



Q23. To the best of your knowledge, which of the following statements describes your organization's approach to a 'recovery ready' or 'recovery friendly' workplace?

Table Shows % Identifying Organization's Position Adopting Recovery Ready Policies

Significantly higher Significantly lower

	Overall	Organization Size			
		<100 Employees	100 – 499 Employees	500 – 999 Employees	1,000 Or More Employees
Base	502	100	103	97	117
Has adopted policies	24%	20%	27%	25%	24%
Is considering adopting	30%	25%	27%	44%	26%
Has not yet explored	31%	39%	34%	20%	31%
Has already explored and decided against	6%	7%	5%	8%	4%
Don't know	9%	10%	7%	4%	15%

\* Caution: Low Base

Q17. To the best of your knowledge, which of the following statements describes your organization's approach to a 'recovery ready' or 'recovery friendly' workplace?

Table Shows % Providing To Employees

	Overall	Industry							
		Manufacturing	Retail / Wholesale Trade	Construction	Transportation & Warehousing	Food Service / Restaurants	Hotels / Casinos	Utilities	Agriculture
Base	815	126	126	124	100	100	83	77	65
Our organization has adopted policies to become a 'recovery ready' or 'recovery friendly' workplace	31%	29%	29%	41%	27%	31%	20%	31%	40%
Our organization has not adopted policies to become a 'recovery ready' or 'recovery friendly' workplace	43%	46%	38%	44%	41%	44%	54%	40%	37%
Don't know	26%	25%	33%	15%	32%	25%	25%	29%	23%

Base: 815  
Employees

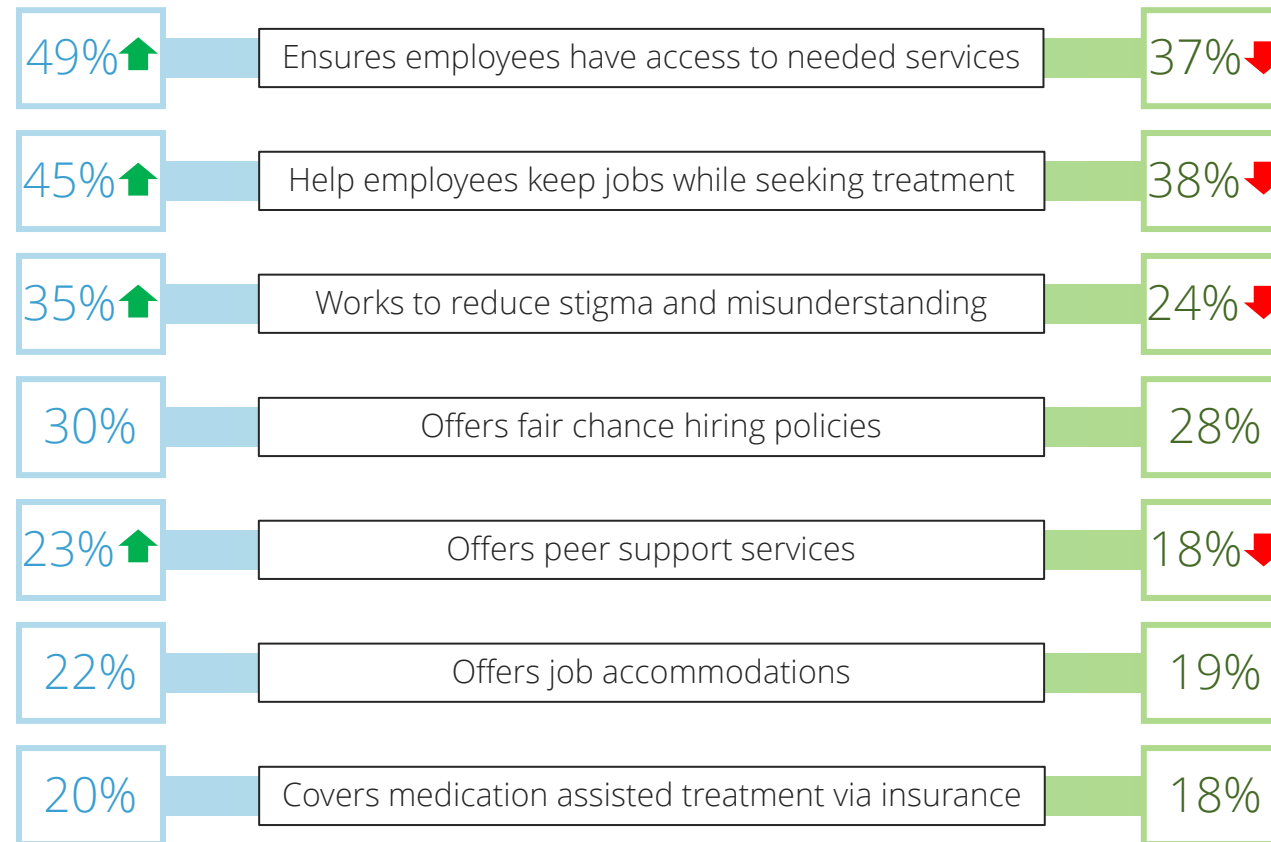
Q17. To the best of your knowledge, which of the following statements describes your organization's approach to a 'recovery ready' or 'recovery friendly' workplace?

Table Shows % Providing To Employees

	Overall	Age				Familiarity With NSC	
		34 Or Younger	35 - 44	45 - 54	55 Or Older	Familiar	Unfamiliar
Base	815	232	269	172	142	83	65
Our organization has adopted policies to become a 'recovery ready' or 'recovery friendly' workplace	31%	34%	39%	20%	24%	44%	17%
Our organization has not adopted policies to become a 'recovery ready' or 'recovery friendly' workplace	43%	47%	42%	44%	39%	37%	50%
Don't know	26%	19%	19%	36%	37%	19%	33%

Base: 815  
Employees

Q18. [EMPLOYER] / Q24. [EMPLOYEE] Which of the following does your organization provide to employees who might be recovering from substance use disorder?



↑ Sig. higher    ↓ Sig. lower

Base:

815 Employees  
502 Employers

# Q24. Which of the following does your organization provide to employees who might be recovering from substance use disorder?

## Our organization ...

Table Shows % Indicating Very Interested

Significantly higher Significantly lower

	Overall	Familiarity With Naloxone		Overdose In The Workplace		Stocking Of Naloxone			
		Familiar	Unfamiliar	Have experienced	Have not experienced	Currently stocking	Considering	Decided against	Uninformed
Base	502	424	78	54	448	251	138	28*	85
Ensures employees have access to needed services	49%	52%	31%	67%	46%	59%	48%	29%	27%
Protections to help employees keep their job while seeking treatment	45%	48%	27%	57%	44%	57%	38%	25%	27%
Works to reduce stigma and misunderstanding	35%	37%	24%	52%	33%	43%	33%	25%	16%
Fair chance hiring policies	30%	31%	22%	46%	28%	35%	28%	18%	20%
Peer support services	23%	25%	13%	35%	22%	29%	20%	7%	16%
Job accommodations	22%	23%	17%	37%	20%	29%	21%	14%	6%
Covers medication assisted treatment as a part of insurance coverage	20%	22%	9%	37%	18%	27%	18%	11%	8%

\* Caution: Low Base

Base: 502  
Employers

Q24. Which of the following does your organization provide to employees who might be recovering from substance use disorder?  
Our organization ...

Table Shows % Providing To Employees

Significantly higher Significantly lower

	Overall	Recovery Ready / Friendly Workplace Policies					Familiarity With NSC	
		Has adopted	Considering	Not yet explored	Decided against	Don't know	Familiar	Unfamiliar
Base	502	120	151	157	28*	46	370	132
Ensures employees have access to needed services	49%	67%	62%	35%	21%	22%	54%	35%
Protections to help employees keep their job while seeking treatment	45%	76%	44%	34%	14%	24%	49%	33%
Works to reduce stigma and misunderstanding	35%	44%	48%	23%	21%	17%	39%	22%
Fair chance hiring policies	30%	35%	34%	30%	4%	17%	33%	20%
Peer support services	23%	35%	27%	16%	7%	15%	27%	12%
Job accommodations	22%	34%	23%	18%	7%	9%	24%	16%
Covers medication assisted treatment as a part of insurance coverage	20%	33%	23%	13%	21%	4%	23%	14%
None of the above	10%	1%	1%	14%	39%	35%	6%	23%

\* Caution: Low Base

Base: 502  
Employers



Q18. Which of the following does your organization provide to employees who might be recovering from substance use disorder?  
Our organization ...

Table Shows % Providing To Employees

Significantly higher Significantly lower Notably higher

	Overall	Industry							
		Manufacturing	Retail / Wholesale Trade	Construction	Transportation & Warehousing	Food Service / Restaurants	Hotels / Casinos	Utilities	Agriculture
Base	815	126	126	124	100	100	83	77	65
Offers protections to help employees keep their job while seeking treatment	38%	40%	37%	44%	34%	38%	31%	36%	42%
Ensures employees have access to needed services	37%	47%	35%	44%	36%	22%	30%	40%	38%
Offers fair chance hiring policies	28%	28%	33%	31%	17%	35%	23%	16%	35%
Works to reduce stigma & misunderstanding in the workplace	24%	20%	25%	27%	22%	29%	23%	21%	20%
Offers job accommodations	19%	20%	14%	23%	13%	24%	22%	19%	22%
Covers medication assisted treatment as a part of insurance coverage	18%	17%	14%	24%	19%	17%	17%	22%	15%
Offers peer support services	18%	16%	13%	23%	19%	20%	16%	17%	18%
Don't know	17%	13%	25%	10%	20%	16%	16%	21%	14%
None of the above	14%	12%	11%	14%	19%	14%	18%	13%	9%

Base: 815  
Employees

# Q18. Which of the following does your organization provide to employees who might be recovering from substance use disorder? Our organization ...

Table Shows % Providing To Employees

Significantly higher
  Significantly lower

	Overall	Recovery Ready			Familiarity With NSC		Stock Naloxone	
		Recovery Ready Workplace	Not Recovery Ready	Don't Know	Familiar	Unfamiliar	Currently Stock Naloxone	Do Not Stock Naloxone
Base	815	252	353	210	421	394	241	574
Offers protections to help employees keep their job while seeking treatment	38%	64%	26%	27%	48%	27%	54%	31%
Ensures employees have access to needed services	37%	58%	28%	26%	48%	25%	50%	31%
Offers fair chance hiring policies	28%	44%	25%	12%	34%	21%	44%	21%
Works to reduce stigma & misunderstanding in the workplace	24%	51%	15%	7%	33%	14%	41%	16%
Offers job accommodations	19%	39%	10%	9%	26%	12%	29%	15%
Covers medication assisted treatment as a part of insurance coverage	18%	34%	14%	8%	26%	11%	30%	14%
Offers peer support services	18%	31%	11%	13%	25%	10%	25%	15%
Don't know	14%	2%	11%	43%	9%	25%	5%	22%
None of the above	17%	0%	26%	9%	10%	18%	3%	18%

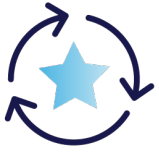
Q18. Which of the following does your organization provide to employees who might be recovering from substance use disorder?  
Our organization ...

Table Shows % Providing To Employees

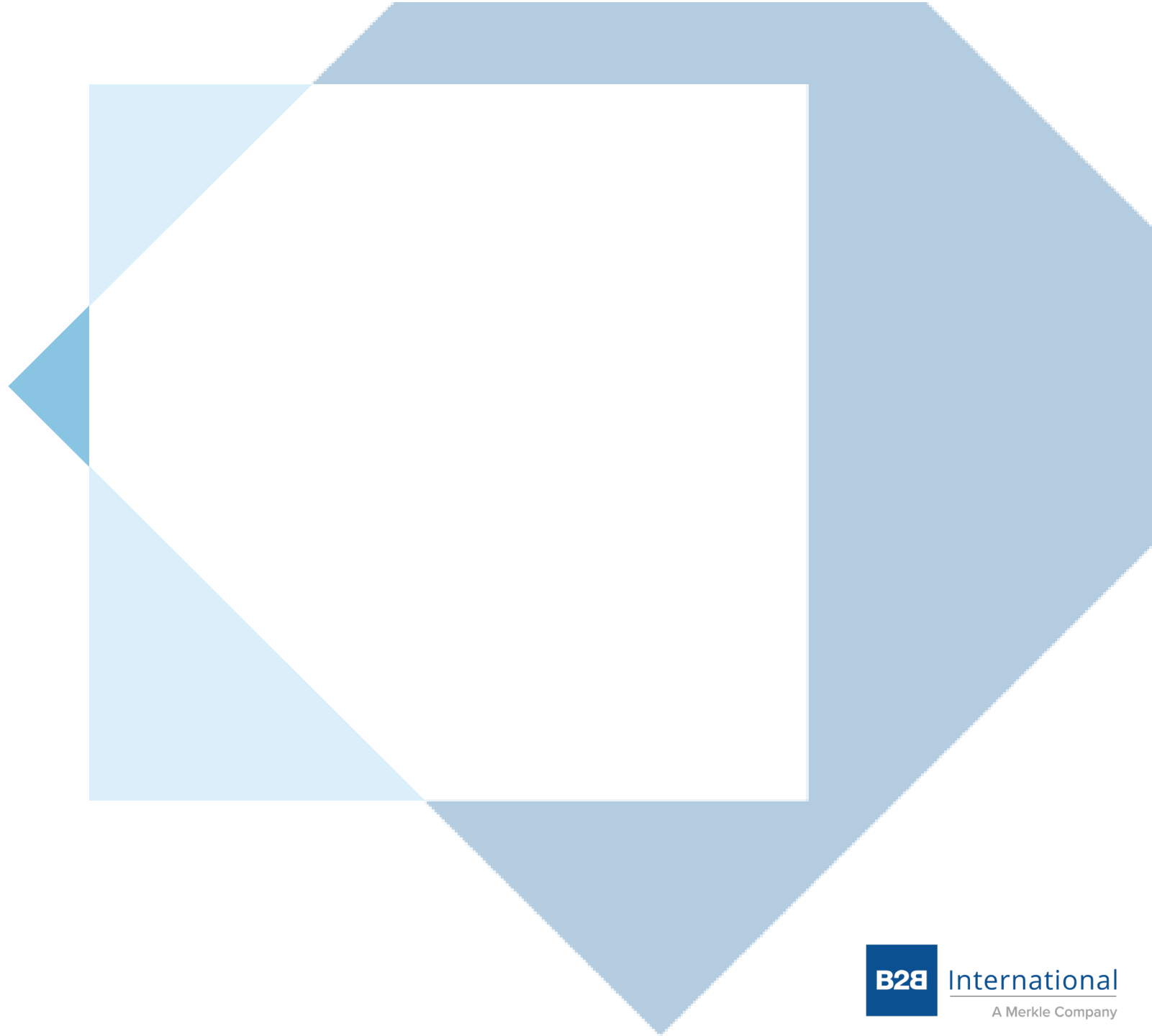
Significantly higher
  Significantly lower
 Notably higher

	Overall	Age				Gender		Organization Size	
		34 Or Younger	35 - 44	45 - 54	55 Or Older	Male	Female	<500 Employees	500+ Employees
Base	815	232	269	172	142	442	370	425	390
Offers protections to help employees keep their job while seeking treatment	38%	33%	40%	36%	44%	42%	34%	36%	40%
Ensures employees have access to needed services	37%	31%	40%	38%	38%	42%	31%	33%	41%
Offers fair chance hiring policies	28%	31%	35%	19%	20%	28%	27%	29%	26%
Works to reduce stigma & misunderstanding in the workplace	24%	29%	30%	17%	12%	26%	21%	24%	23%
Offers job accommodations	19%	22%	23%	12%	15%	22%	15%	18%	20%
Covers medication assisted treatment as a part of insurance coverage	18%	18%	23%	16%	13%	20%	17%	16%	21%
Offers peer support services	18%	14%	21%	16%	20%	21%	15%	16%	19%
Don't know	14%	13%	14%	13%	15%	13%	15%	16%	11%
None of the above	17%	16%	13%	20%	21%	13%	21%	13%	21%

Base: 815  
Employees



## Addressing Injury In The Workplace



Q25.[EMPLOYER] / Q19. [EMPLOYEE] Thinking now about employee injury, which of the following does your organization have on site in case of employee injury?

First Aid & Over The Counter Meds

Eyewash Station

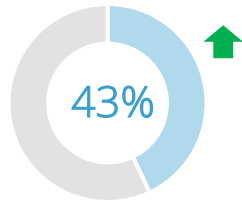
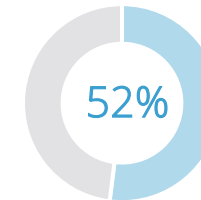
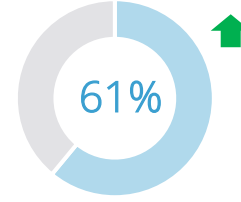
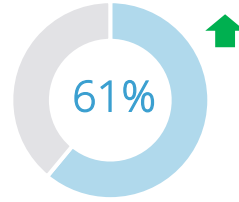
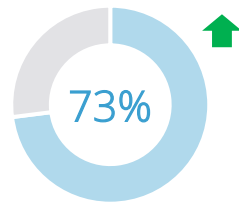
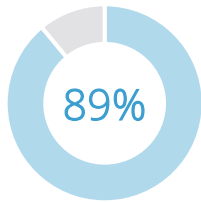
Burn Care / Treatment

Bloodborne Pathogen Kit

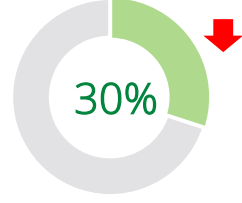
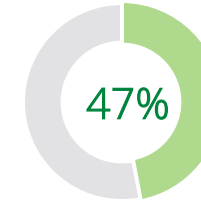
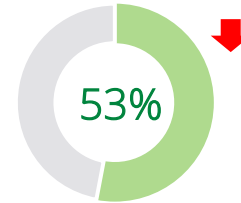
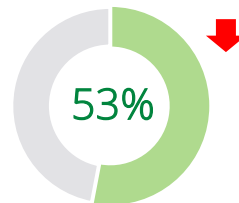
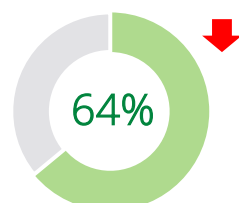
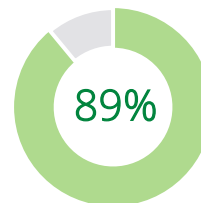
AED To Be Used In Case Of Cardiac Arrest

Overdose Kit

Employers



Employees



↑ Sig. higher ↓ Sig. lower

Base:

815 Employees  
502 Employers

Q25. Thinking now about employee injury, which of the following does your organization have on site in case of employee injury?

Table Shows % Carrying On-Site

Significantly higher Significantly lower

	Overall	Recovery Ready / Friendly Workplace Policies					Familiarity With NSC	
		Has adopted	Considering	Not yet explored	Decided against	Don't know	Familiar	Unfamiliar
Base	502	120	151	157	28*	46	370	132
First aid kit and over the counter medication	89%	91%	88%	92%	71%	89%	90%	86%
Eyewash station	73%	81%	72%	70%	68%	65%	74%	67%
Burn care / treatment	61%	68%	64%	57%	50%	57%	66%	49%
Bloodborne pathogen kit	61%	68%	63%	59%	46%	48%	64%	52%
AED to be used in case of cardiac arrest	52%	58%	52%	46%	43%	57%	55%	43%
Overdose kit	43%	63%	53%	25%	32%	28%	48%	31%
None of these	1%	0%	0%	0%	7%	9%	0%	4%

\* Caution: Low Base

Base: 502  
Employers

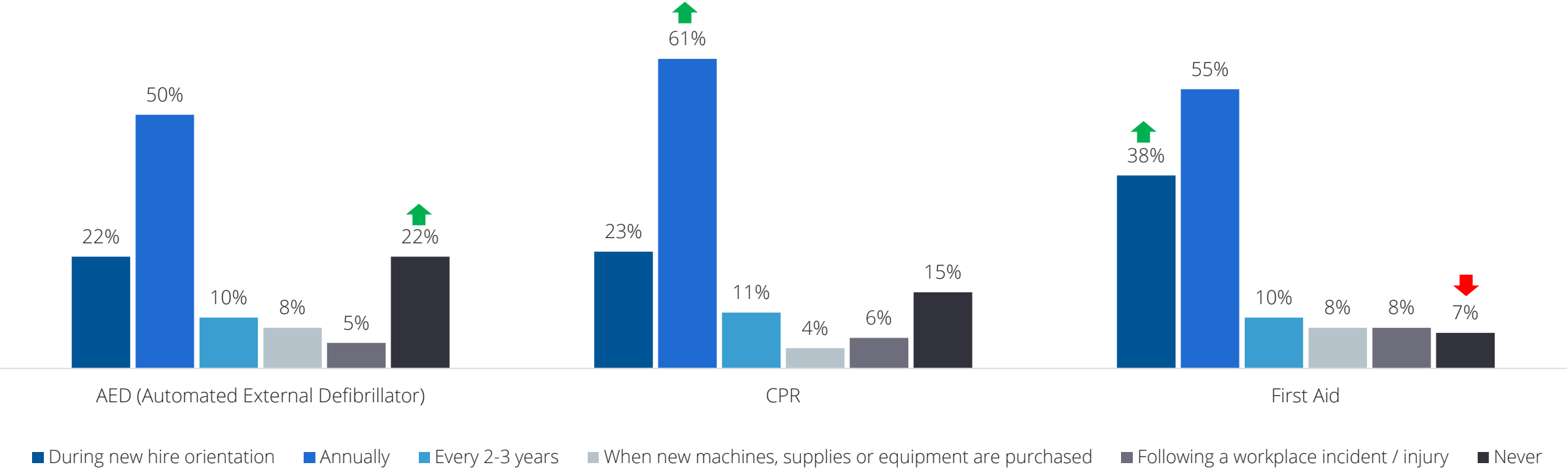
Q19. Thinking now about employee injury, which of the following does your organization have on site in case of employee injury?

Table Shows % Having On-Site

Significantly higher Significantly lower

	Overall	Industry								Org. Size	
		Manufacturing	Retail / Wholesale Trade	Construction	Transportation & Warehousing	Food Service / Restaurants	Hotels / Casinos	Utilities	Agriculture	<500 Employees	500+ Employees
Base	815	126	126	124	100	100	83	77	65	425	390
First aid kit and over the counter medication	89%	90%	87%	91%	85%	92%	87%	88%	94%	88%	90%
Eyewash station	64%	82%	60%	69%	62%	56%	53%	56%	69%	62%	66%
Bloodborne pathogen kit	53%	65%	55%	50%	54%	43%	52%	56%	43%	46%	60%
Burn care / treatment	53%	64%	43%	54%	50%	65%	42%	43%	52%	51%	54%
AED to be used in case of cardiac arrest	47%	62%	37%	48%	52%	28%	45%	61%	45%	41%	55%
Overdose kit	30%	32%	29%	40%	21%	31%	30%	23%	29%	30%	29%
None of these	4%	4%	8%	2%	4%	1%	5%	4%	3%	4%	4%

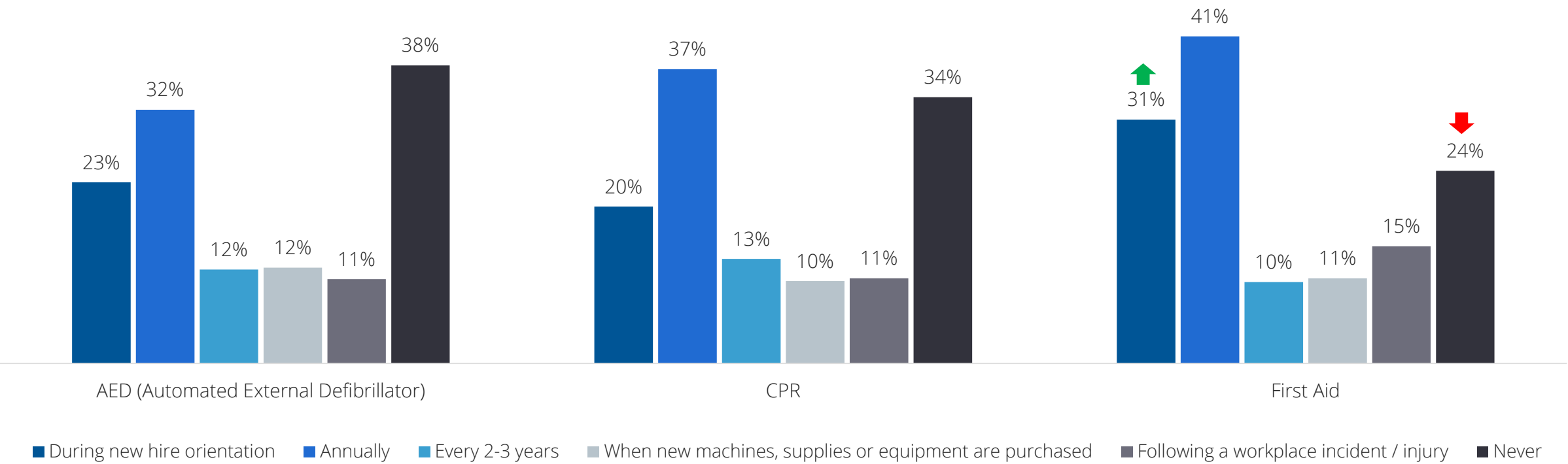
Q26. How frequently does your organization offer any of the following types of training?



↑ Sig. higher ↓ Sig. lower



Q20. How frequently does your organization offer any of the following types of training?



↑ Sig. higher ↓ Sig. lower

## Q26. How frequently does your organization offer any of the following types of training?

Table Shows % Indicating frequency of training

Significantly higher Significantly lower

		Overall	Overdose In The Workplace		Stocking of Naloxone	
			Experienced OD	Has Not Experienced	Currently Stocking	Not Stocking
Base		502	120	151	370	132
AED	During new hire orientation	22%	35%	20%	31%	12%
	Annually	50%	63%	48%	57%	42%
	Every 2-3 years	10%	7%	11%	11%	10%
	New machines / equip. purchased	8%	11%	8%	11%	6%
	Following a workplace incident	5%	9%	5%	7%	4%
	Never	22%	7%	24%	10%	35%
CPR	During new hire orientation	23%	37%	21%	32%	14%
	Annually	61%	72%	59%	65%	56%
	Every 2-3 years	11%	9%	12%	12%	11%
	New machines / equip. purchased	4%	9%	4%	8%	1%
	Following a workplace incident	6%	11%	6%	8%	4%
	Never	15%	6%	16%	4%	25%
First Aid	During new hire orientation	38%	48%	36%	45%	30%
	Annually	55%	63%	54%	58%	53%
	Every 2-3 years	10%	7%	10%	11%	9%
	New machines / equip. purchased	8%	9%	8%	12%	4%
	Following a workplace incident	7%	9%	8%	10%	6%
	Never	7%	0%	8%	1%	13%

Base: 502  
Employers

## Q26. How frequently does your organization offer any of the following types of training?

Table Shows % Indicating frequency of training

Significantly higher Significantly lower

		Overall	Industry							
			Manufacturing	Construction	Retail / Wholesale Trade	Transportation & Warehousing	Food Service / Restaurants	Agriculture	Hotels / Casinos	Utilities
Base		502	121	75	71	63	57	37	37	32
AED	During new hire orientation	22%	23%	19%	24%	29%	16%	27%	11%	16%
	Annually	50%	55%	52%	49%	62%	26%	41%	41%	59%
	Every 2-3 years	10%	10%	13%	7%	8%	7%	19%	14%	6%
	New machines / equip. purchased	8%	8%	12%	8%	10%	7%	5%	0%	0%
	Following a workplace incident	5%	3%	8%	6%	8%	5%	3%	0%	6%
	Never	22%	17%	17%	23%	14%	47%	19%	38%	13%
CPR	During new hire orientation	23%	23%	23%	24%	29%	18%	24%	24%	9%
	Annually	61%	64%	67%	65%	70%	42%	49%	51%	66%
	Every 2-3 years	11%	13%	13%	7%	5%	9%	30%	5%	9%
	New machines / equip. purchased	4%	2%	4%	4%	6%	4%	3%	3%	0%
	Following a workplace incident	6%	6%	8%	6%	6%	5%	3%	0%	9%
	Never	15%	10%	9%	14%	14%	32%	11%	22%	13%
First Aid	During new hire orientation	38%	39%	35%	37%	48%	46%	32%	35%	16%
	Annually	55%	58%	63%	62%	57%	37%	46%	43%	66%
	Every 2-3 years	10%	9%	11%	6%	8%	5%	27%	14%	6%
	New machines / equip. purchased	8%	9%	5%	8%	10%	7%	8%	3%	3%
	Following a workplace incident	7%	9%	9%	6%	13%	5%	5%	3%	6%
	Never	7%	5%	4%	6%	6%	16%	3%	16%	6%

Base: 502  
Employers

## Q20. How frequently does your organization offer any of the following types of training?

Table Shows % Indicating frequency of training

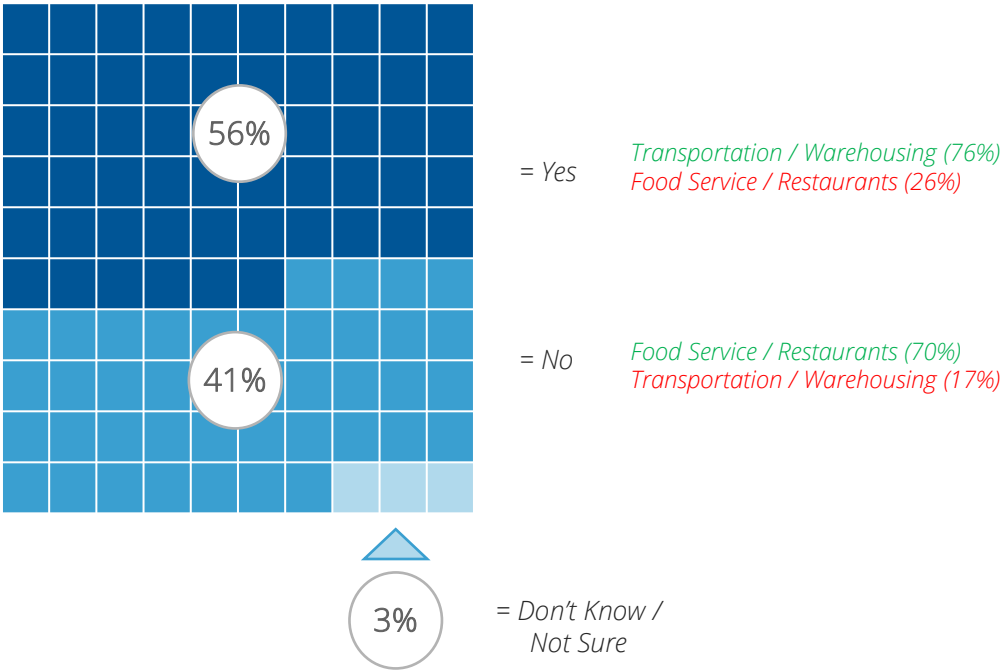
Significantly higher Significantly lower

Table Shows % indicating frequency of training		Overall	Industry								Familiarity With NSC	
			Manufacturing	Retail / Wholesale Trade	Construction	Transportation & Warehousing	Food Service / Restaurants	Hotels / Casinos	Utilities	Agriculture	Familiar	Unfamiliar
<div></div> Significantly higher	<div></div> Significantly lower											
Base		815	126	126	124	100	100	83	77	65	421	394
AED	During new hire orientation	23%	20%	22%	31%	20%	25%	19%	22%	20%	30%	15%
	Annually	32%	41%	23%	40%	31%	26%	28%	35%	28%	43%	21%
	Every 2-3 years	12%	13%	11%	10%	9%	7%	8%	21%	20%	13%	11%
	New machines / equip. purchased	12%	12%	6%	14%	17%	12%	10%	12%	14%	16%	8%
	Following a workplace incident	11%	8%	9%	10%	14%	8%	14%	12%	11%	13%	8%
	Never	38%	30%	49%	31%	35%	52%	40%	30%	40%	25%	52%
CPR	During new hire orientation	20%	17%	19%	27%	18%	21%	20%	17%	15%	26%	13%
	Annually	37%	46%	27%	41%	37%	32%	33%	45%	38%	46%	28%
	Every 2-3 years	13%	18%	8%	12%	11%	9%	17%	17%	18%	14%	12%
	New machines / equip. purchased	10%	6%	3%	13%	13%	7%	11%	18%	14%	14%	7%
	Following a workplace incident	11%	10%	12%	10%	16%	10%	7%	6%	11%	13%	8%
	Never	34%	25%	48%	29%	28%	45%	33%	30%	34%	23%	45%
First Aid	During new hire orientation	31%	22%	26%	40%	30%	38%	33%	26%	28%	39%	22%
	Annually	41%	51%	37%	43%	43%	31%	39%	45%	45%	52%	30%
	Every 2-3 years	10%	15%	11%	9%	5%	7%	8%	14%	12%	12%	9%
	New machines / equip. purchased	11%	10%	5%	15%	11%	9%	7%	12%	20%	14%	8%
	Following a workplace incident	15%	10%	12%	16%	23%	18%	14%	6%	20%	17%	13%
	Never	24%	19%	37%	20%	22%	27%	24%	25%	22%	14%	35%

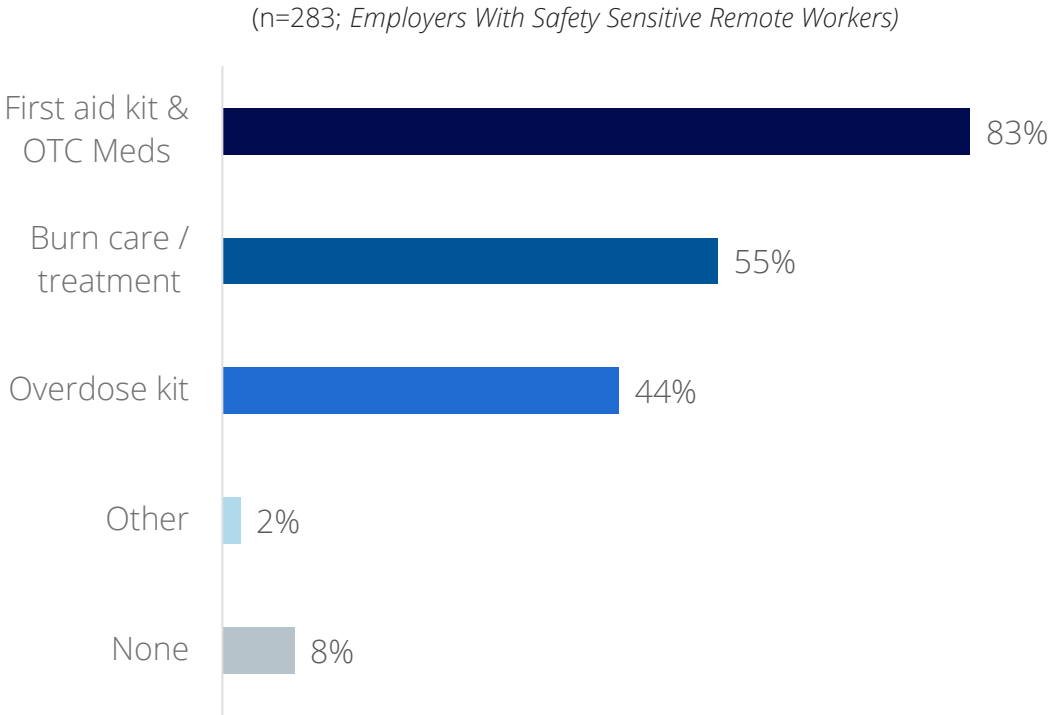
Base: 815 Employees

Q27. Does your organization have any workers in safety sensitive positions (e.g., non-desk jobs) that work remotely / alone? Examples could be truck drivers, repair technicians who work on sites alone, etc. / Q28.Thinking now about hazards remote workers face, which of the following does your organization provide to remote employees in case of employee injury?

Remote Workers In Safety Sensitive Positions

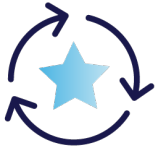


Safety Provisions Available To Remote Workers

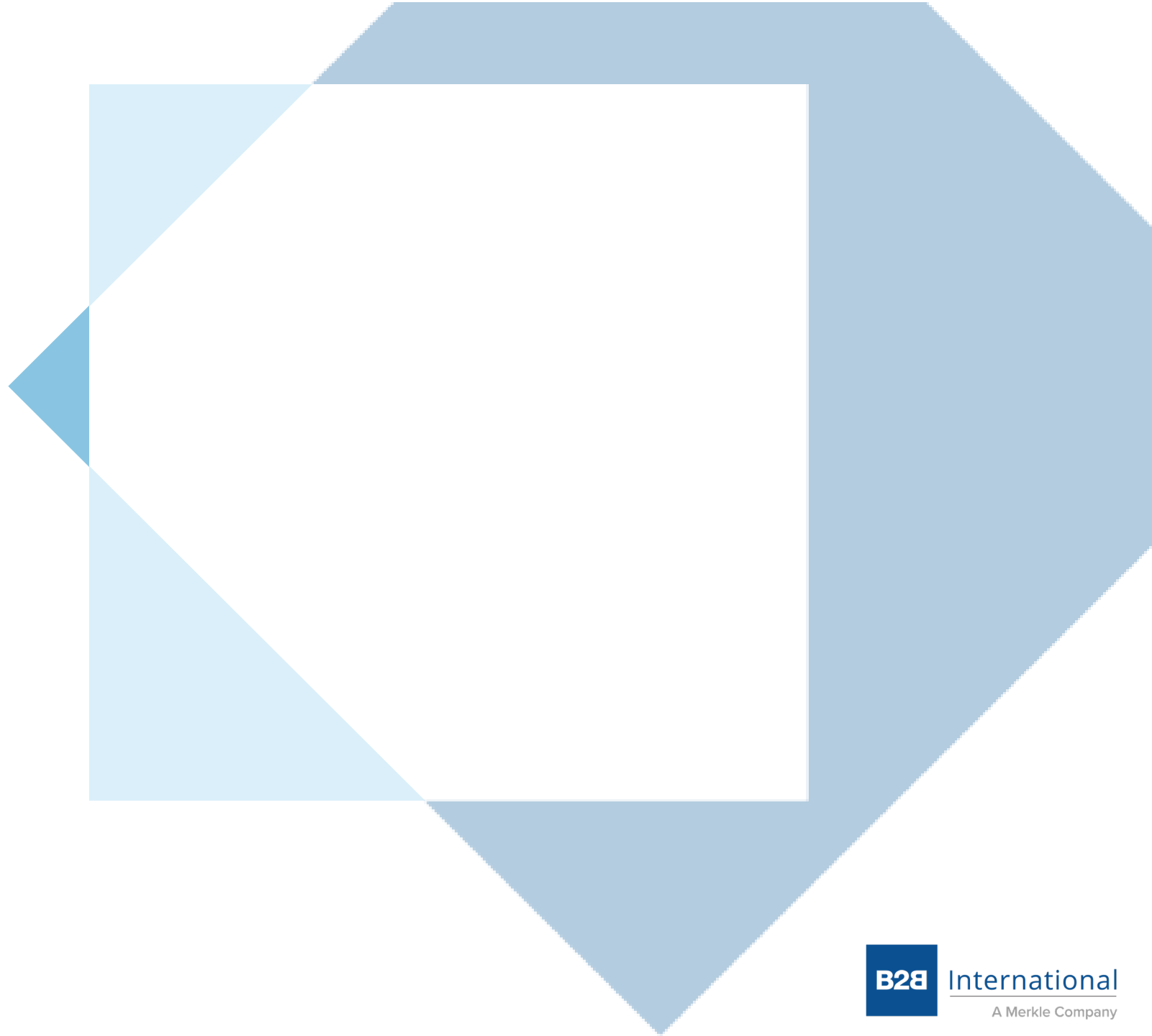


Sig. higher      Sig. lower

Base: 502  
Employers



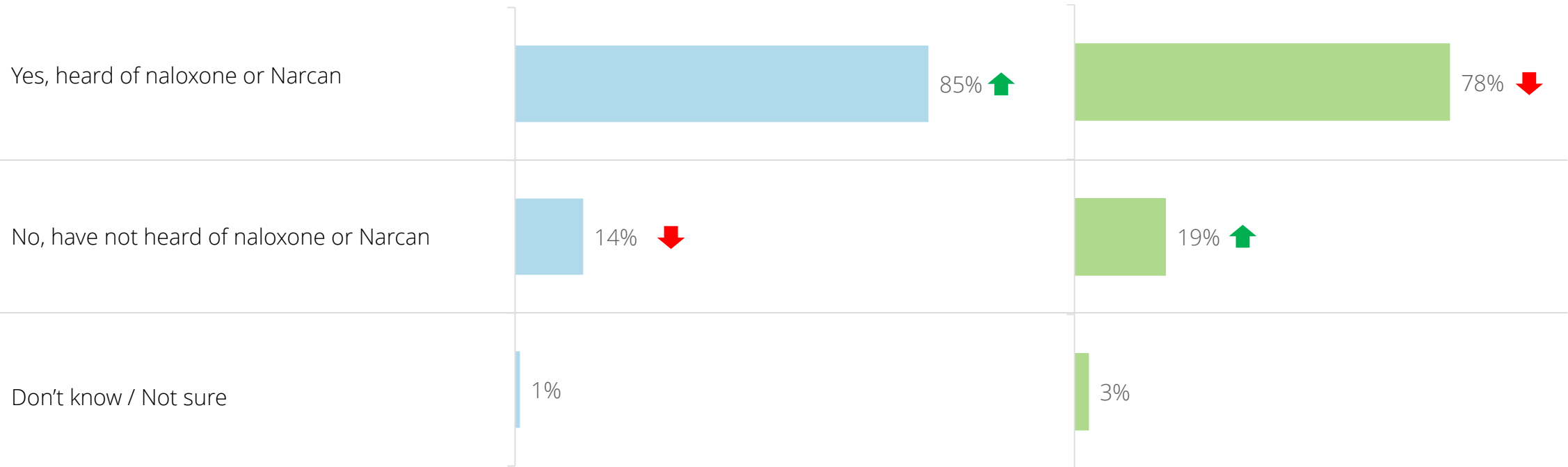
## Awareness & Usage Of Naloxone



Q21. [EMPLOYER] / Q.29 [EMPLOYEE] Have you ever heard of naloxone or Narcan?

 Employers

 Employees



↑ Sig. higher    ↓ Sig. lower

## Q21. Have you ever heard of naloxone or Narcan?

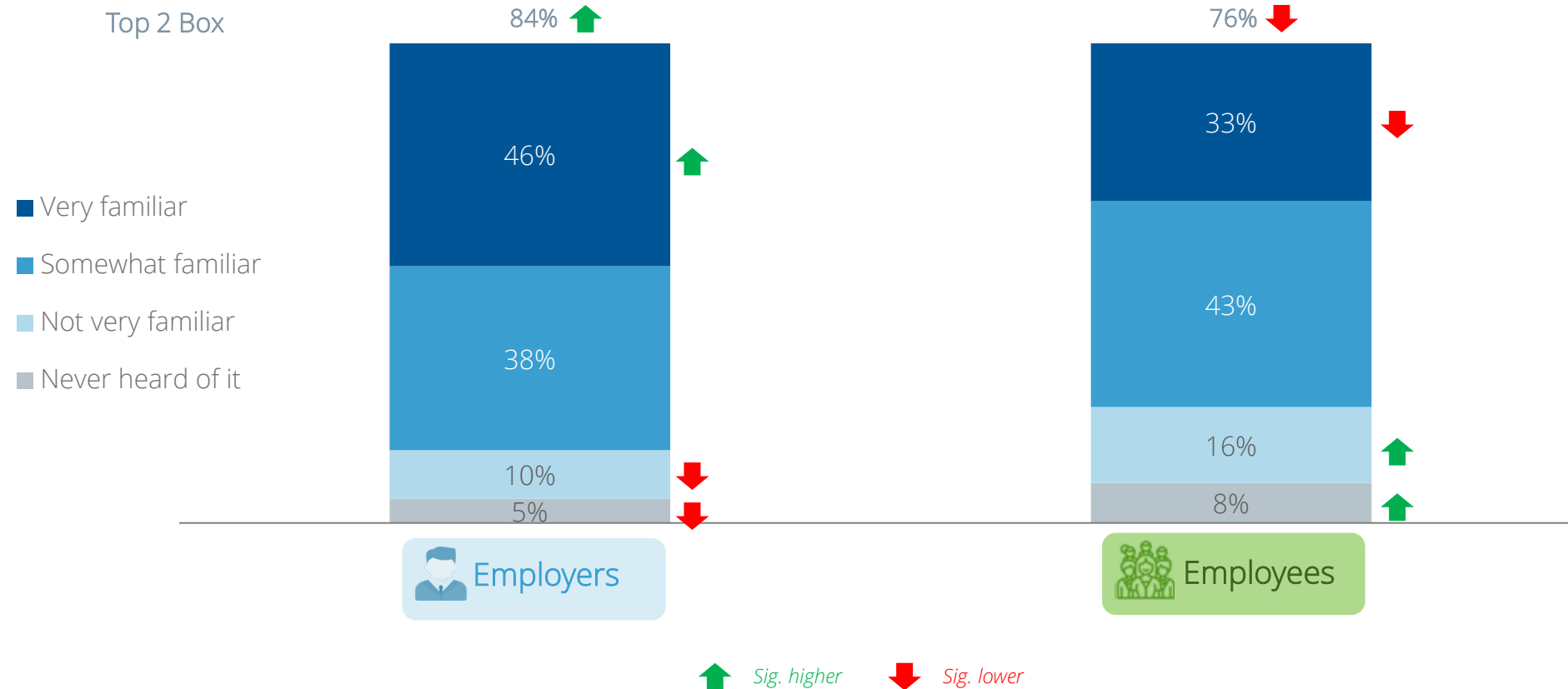
Table Shows % Aware Of Naloxone

■ Significantly higher  
■ Significantly lower

	Overall	Gender		Region			
		Male	Female	Northeast	Midwest	South	West
Base	815	442	370	147	169	323	176
Yes, heard of naloxone or Narcan	78%	74%	83%	84%	83%	72%	78%
No, have not heard of naloxone or Narcan	19%	22%	15%	13%	14%	24%	19%
Don't know / Not sure	3%	3%	2%	3%	2%	3%	3%



Q30. [EMPLOYER] / Q22. [EMPLOYEE] Prior to taking this survey, how familiar were you with Naloxone?



Base:

815 Employees  
502 Employers

## Q22. Prior to taking this survey, how familiar were you with Naloxone?

Table Shows % Familiar With Naloxone

■ Significantly higher  
■ Significantly lower

	Overall	Recovery Ready			Age			
		Recovery Ready Workplace	Not Recovery Ready	Don't Know	34 Or Younger	35 - 44	45 - 54	55 Or Older
Base	815	252	353	210	232	269	172	142
Very familiar	33%	46%	28%	25%	33%	40%	27%	25%
Somewhat familiar	43%	40%	44%	46%	44%	39%	49%	43%
Not very familiar	16%	9%	21%	16%	14%	15%	17%	20%
Never heard of it	8%	6%	7%	13%	9%	6%	7%	12%

## Q22. Prior to taking this survey, how familiar were you with Naloxone?

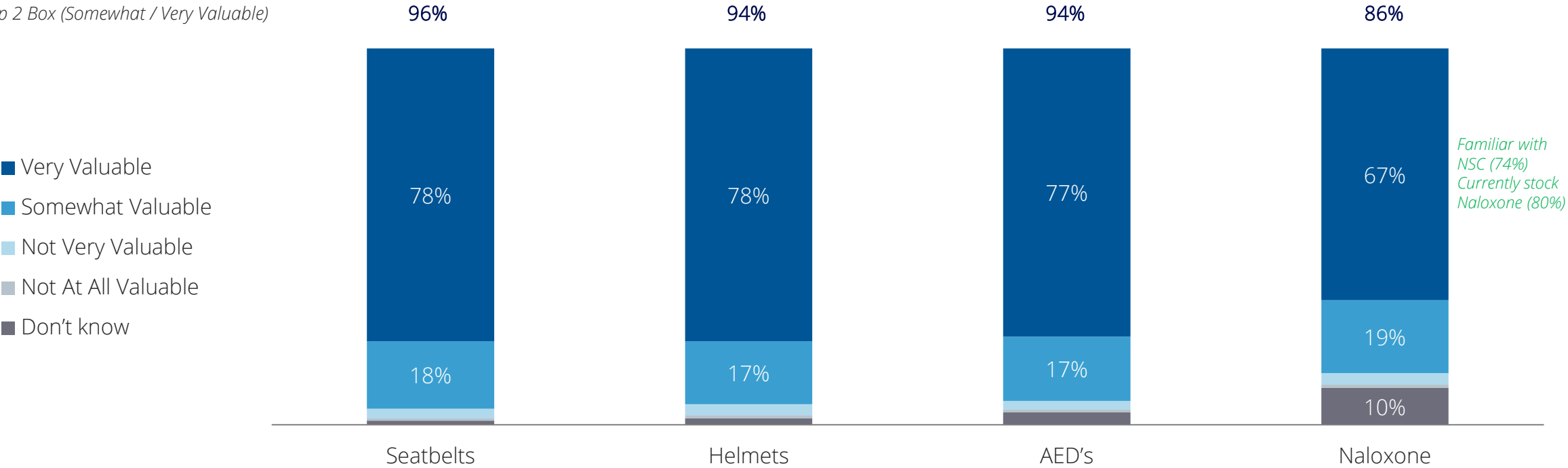
Table Shows % Familiar With Naloxone

■ Significantly higher
 ■ Significantly lower

	Overall	Industry							
		Manufacturing	Retail / Wholesale Trade	Construction	Transportation & Warehousing	Food Service / Restaurants	Hotels / Casinos	Utilities	Agriculture
Base	815	126	126	124	100	100	83	77	65
Very familiar	33%	20%	37%	44%	33%	45%	27%	18%	37%
Somewhat familiar	43%	58%	37%	38%	41%	36%	46%	55%	29%
Not very familiar	16%	15%	17%	13%	13%	10%	20%	19%	23%
Never heard of it	8%	7%	10%	5%	13%	9%	7%	8%	11%

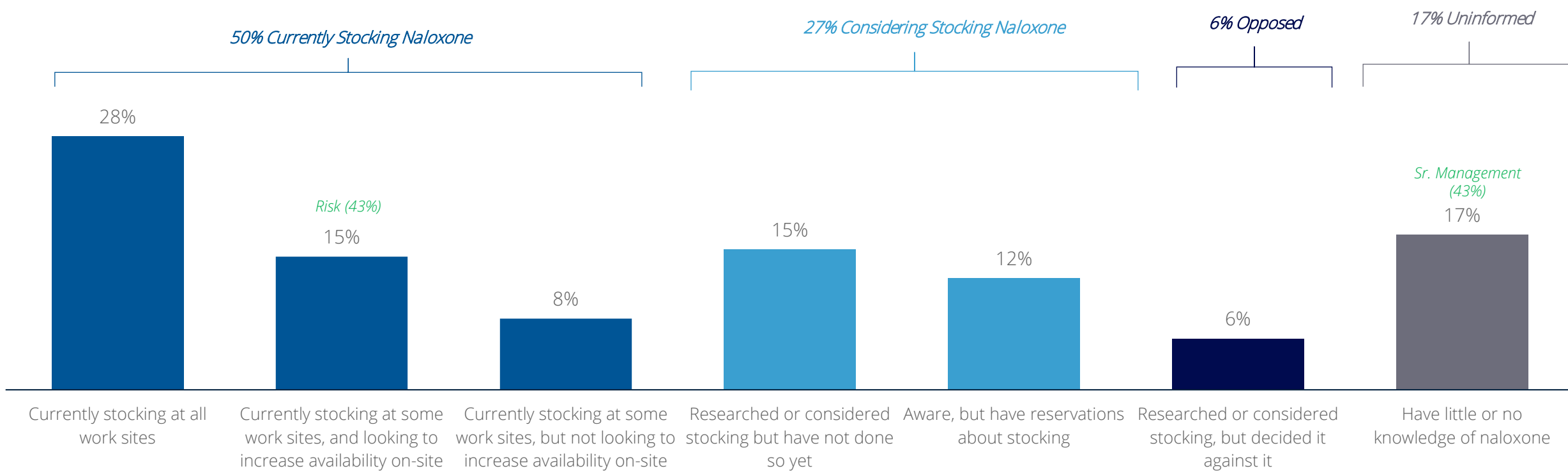
Q23. How valuable do you believe each of the following are when it comes to saving lives?

Top 2 Box (Somewhat / Very Valuable)



Sig. higher      Sig. lower

Q31. Which one of the following best describes your organization's current position regarding stocking naloxone on site?

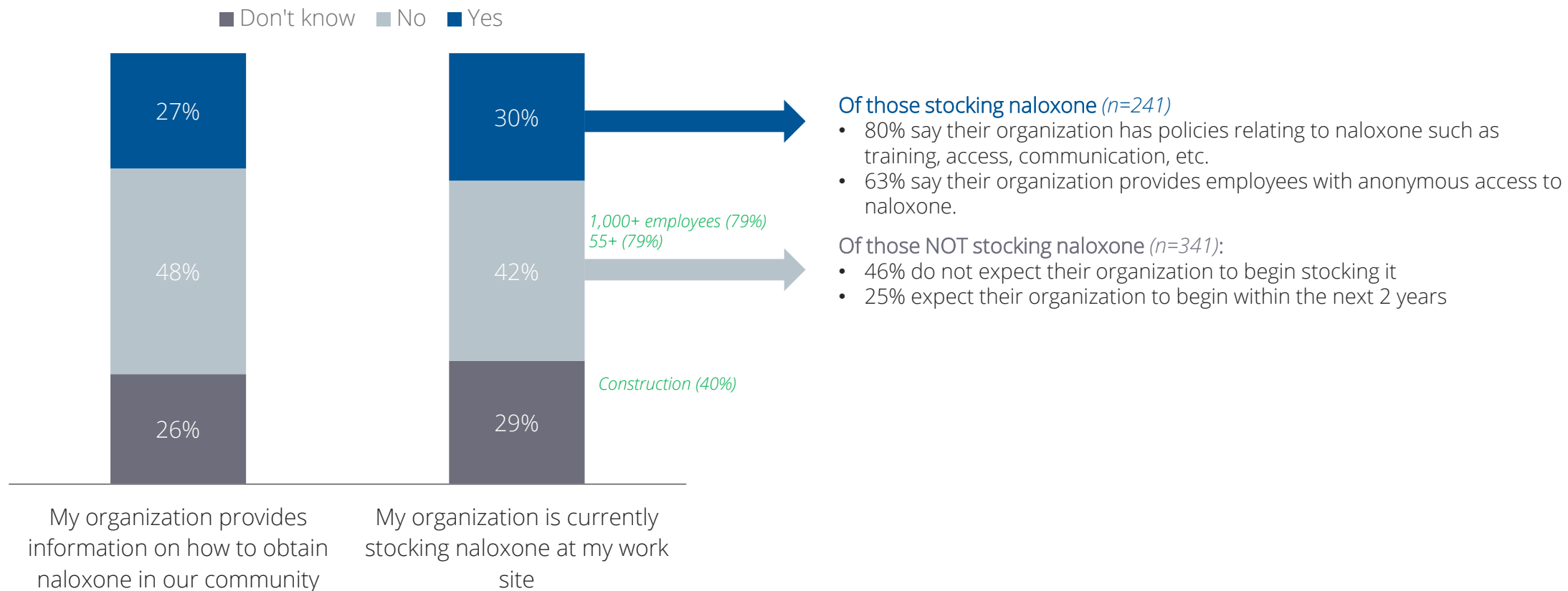


Sig. higher

Sig. lower

Base: 502  
Employers

## Q24. To the best of your knowledge, which of the following applies to your organization?



*Sig. higher*

*Sig. lower*

## Q31. Which one of the following best describes your organization's current position regarding stocking naloxone on site?

Table Shows % Identifying Organization's Position On Stocking

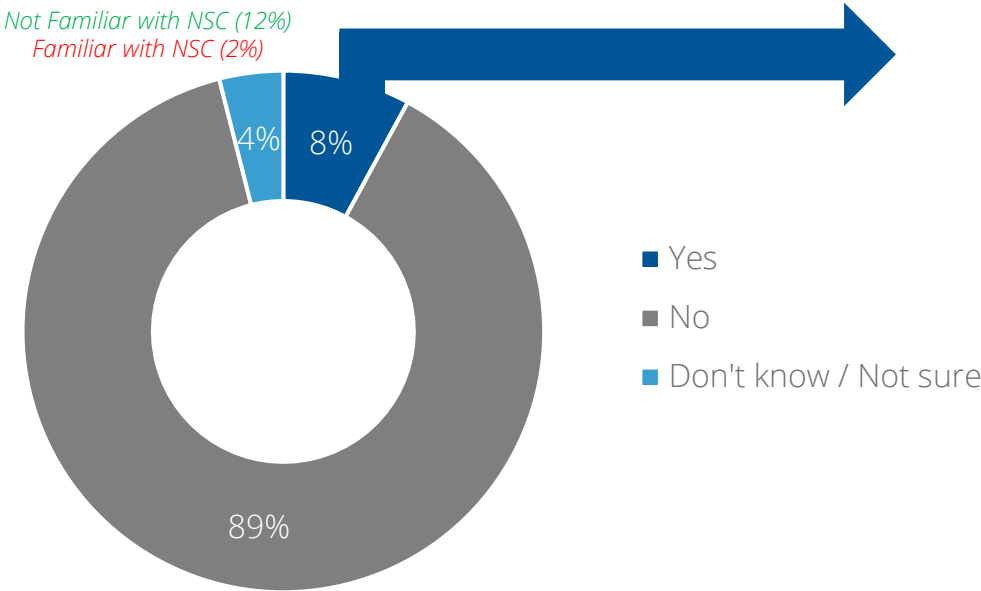
Significantly higher Significantly lower

	Overall	Recovery Ready / Friendly Workplace Policies					Familiarity With NSC	
		Has adopted	Considering	Not yet explored	Decided against	Don't know	Familiar	Unfamiliar
Base	502	120	151	157	28*	46	370	132
Currently stocking at all work sites	28%	48%	26%	14%	32%	22%	31%	19%
Currently stocking at some work sites, and looking to increase availability on-site	15%	19%	26%	6%	0%	4%	17%	7%
Currently stocking at some work sites, but not looking to increase availability on-site	8%	5%	11%	9%	4%	2%	9%	5%
Researched or considered stocking but has not done so yet	15%	16%	18%	15%	11%	9%	16%	12%
Aware of naloxone but have reservations about stocking	12%	4%	13%	16%	14%	17%	11%	17%
Researched or considered stocking, but has decided it against it	6%	3%	2%	10%	18%	2%	5%	7%
Have little or no knowledge of naloxone	17%	4%	4%	31%	21%	43%	11%	33%

\* Caution: Low Base

Q32. Has your organization experienced any challenges obtaining naloxone for your organization?

Experienced Challenges Obtaining Naloxone



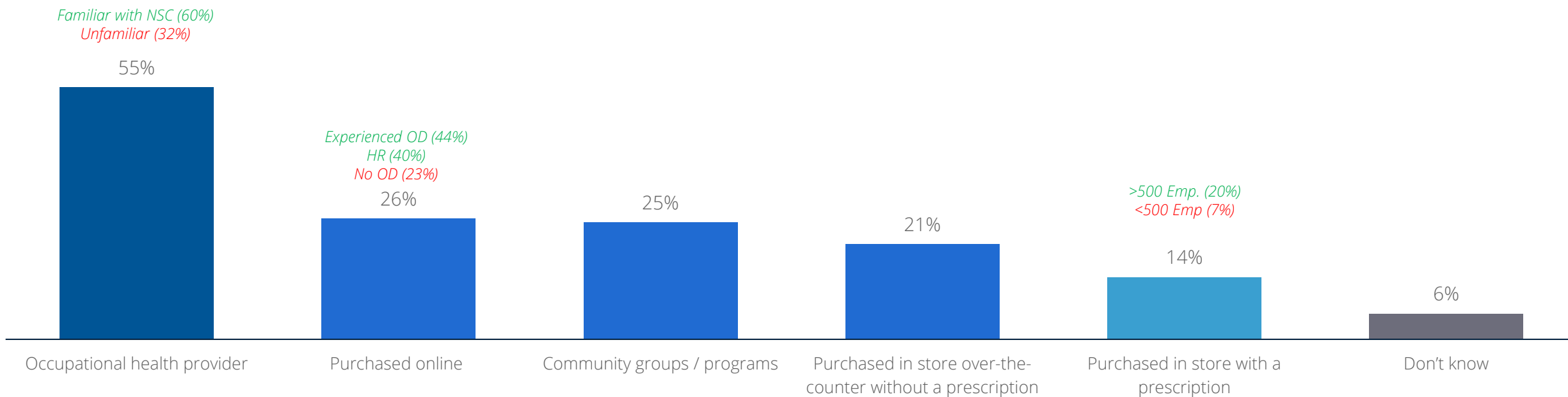
Barriers To Obtaining Naloxone

Base: n=19

- Availability in our more isolated locations.
- We have had a shortage.
- We were told that we were able to obtain only a certain amount of it at one time and we operate out of several facilities.
- The overall availability of it. Was hard to get how many we wanted to stock up.



## Q34. How has your organization obtained naloxone?



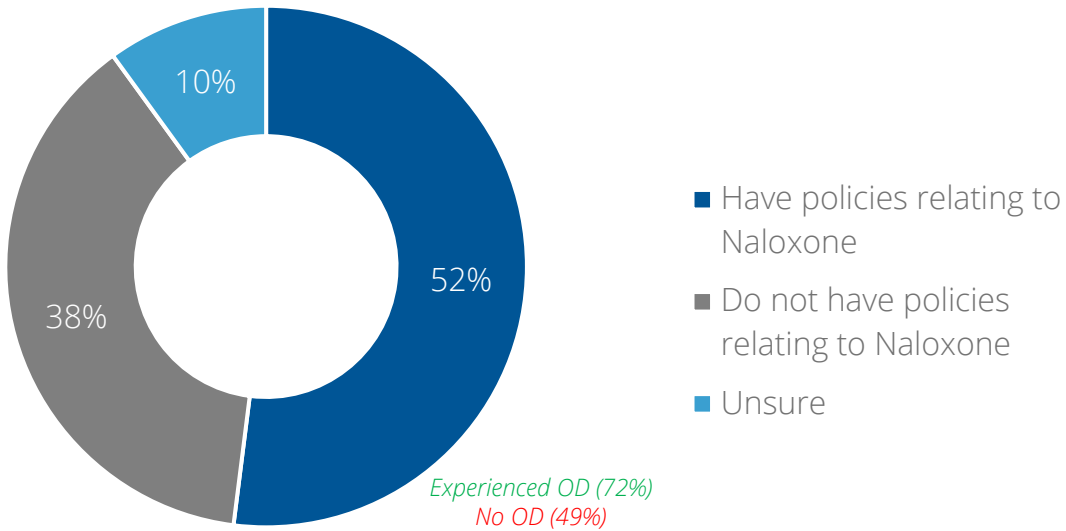
Base: 251

Employers Who Stock  
Naloxone On Site

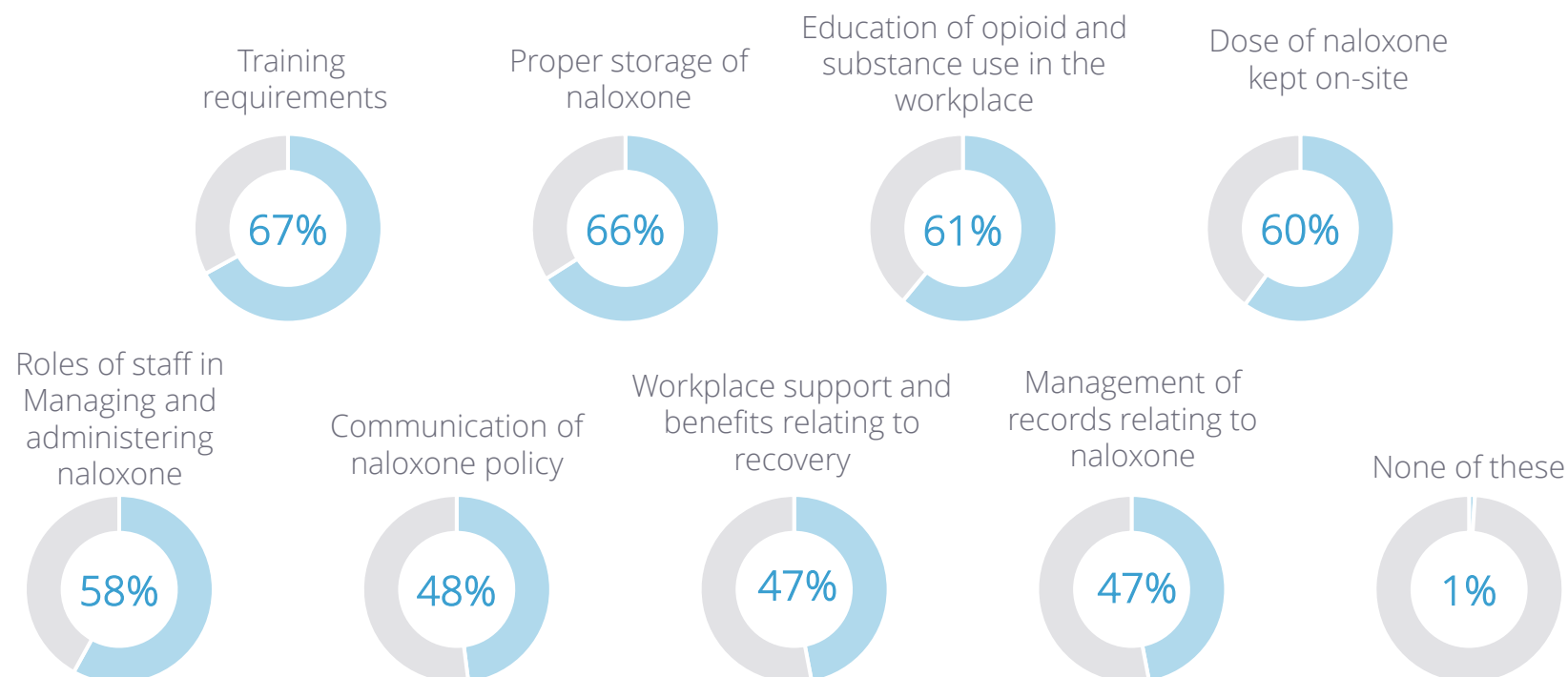
Sig. higher

Sig. lower

Q35. Which best describes your organization's policies around naloxone in the workplace?



Q36. Which of the following areas does your organization's naloxone policy cover?



Q37. And which of the following departments or individuals were involved in the decision making when it comes to evaluating the use of naloxone in your organization?

Least mentioned

Most mentioned



*Q37. And which of the following departments or individuals were involved in the decision making when it comes to evaluating the use of naloxone in your organization?*

	Overall	Organization Size				Organization Size	
		<100 Employees	100 – 499 Employees	500 – 999 Employees	1,000 Or More Employees	<500 Employees	>500 Employees
<i>Base</i>	417	100	103	97	117	203	214
Safety	54%	52%	50%	57%	57%	51%	57%
Human Resources	52%	40%	51%	62%	54%	46%	57%
Managers	46%	47%	58%	40%	38%	53%	39%
CEO / President / Owner	42%	47%	48%	37%	38%	47%	37%
Occupational health / Worksite health team	39%	23%	31%	46%	54%	27%	50%
Risk Management	38%	30%	35%	39%	47%	33%	43%
Legal	30%	20%	20%	36%	43%	20%	40%
Facility or Plant Managers	27%	21%	29%	30%	29%	25%	29%
Finance / Procurement	9%	2%	6%	14%	13%	4%	14%

Notably different

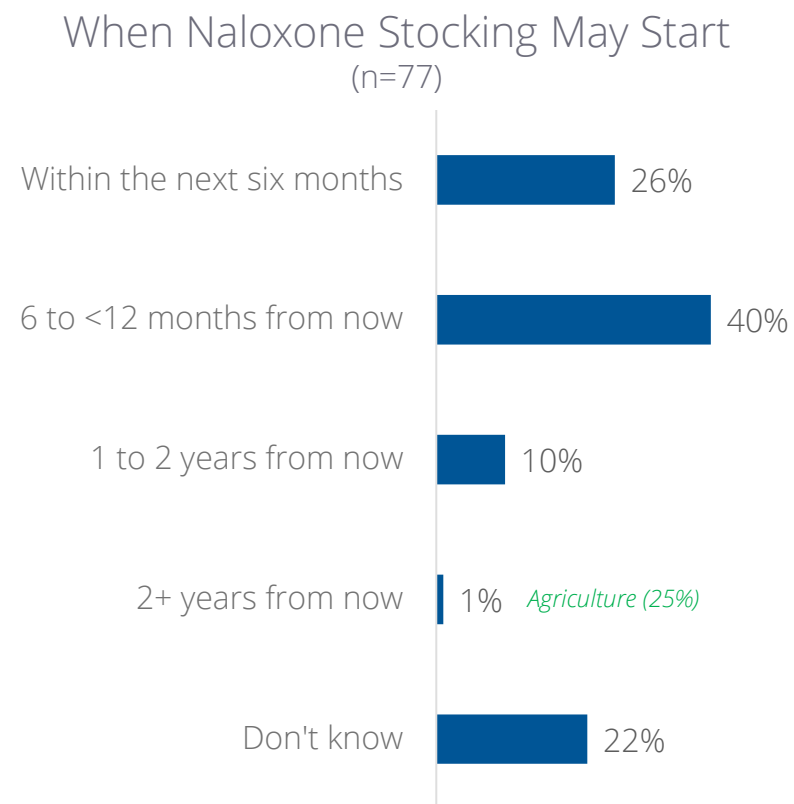
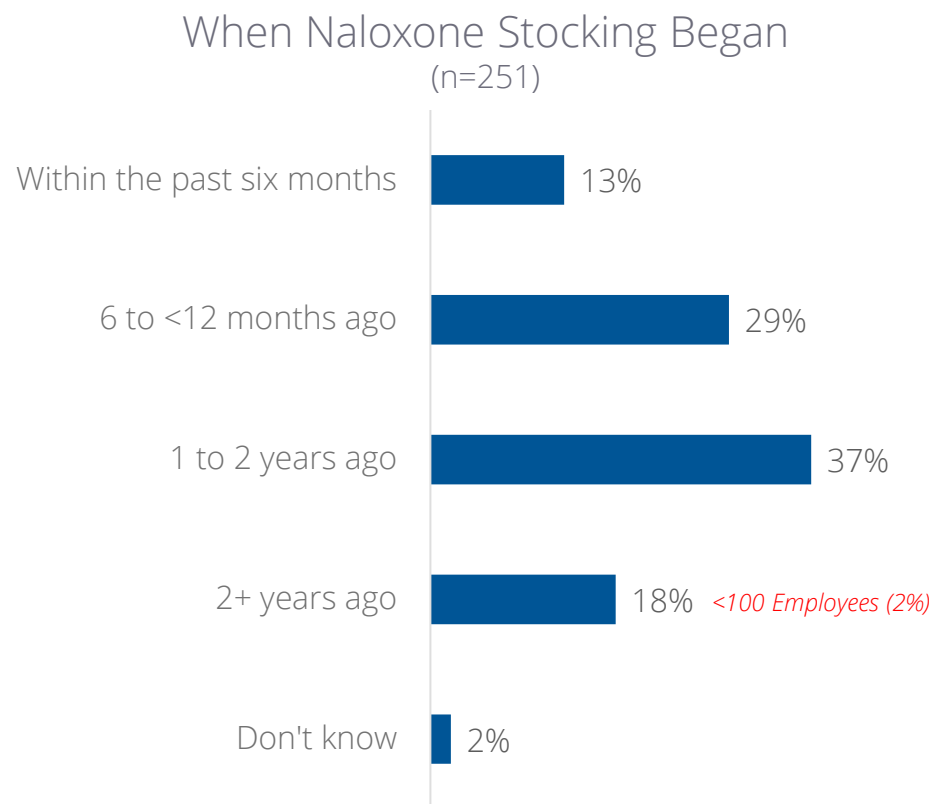
Significantly higher

Significantly lower

Base: 417

Organizations With Some Knowledge Of Naloxone

## Q38. When did your organization begin stocking naloxone?



Base: Varies  
Based On Stocking Of  
Naloxone

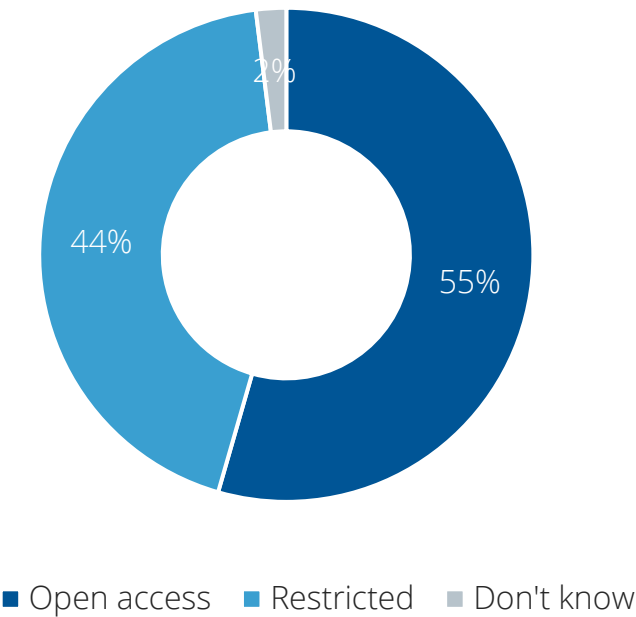
*Sig. higher*

*Sig. lower*

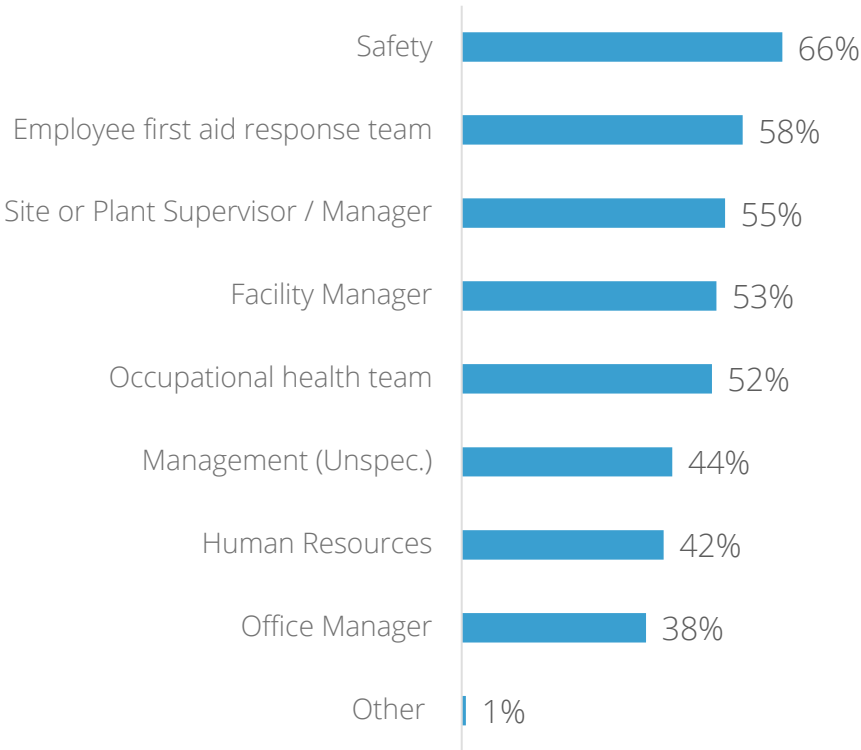
Q40a. Which of these statements best describes your organization's approach to the storage of naloxone?

Q41a. Which functions or roles in your organization have access to naloxone?

The Storage Of Naloxone Is ...



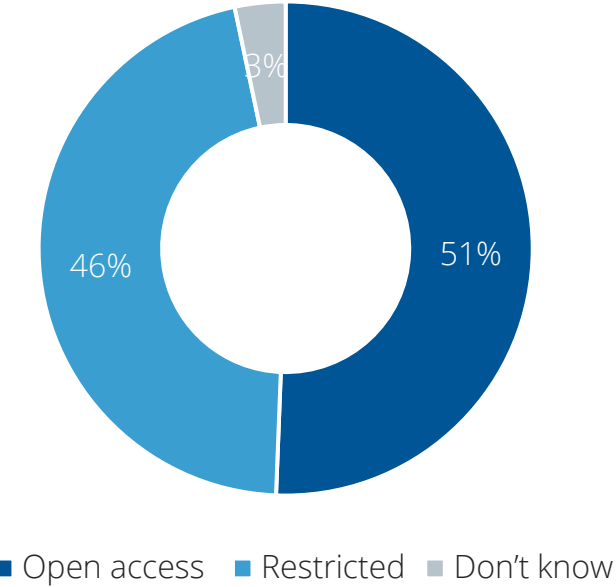
Roles With Access To Naloxone (n=110)



Q27b. Which of these statements best describes your organization's approach to the storage of naloxone?

Q28b. Which functions or roles in your organization have access to naloxone?

The Storage Of Naloxone Is ...



Roles With Access To Naloxone  
(n=111)

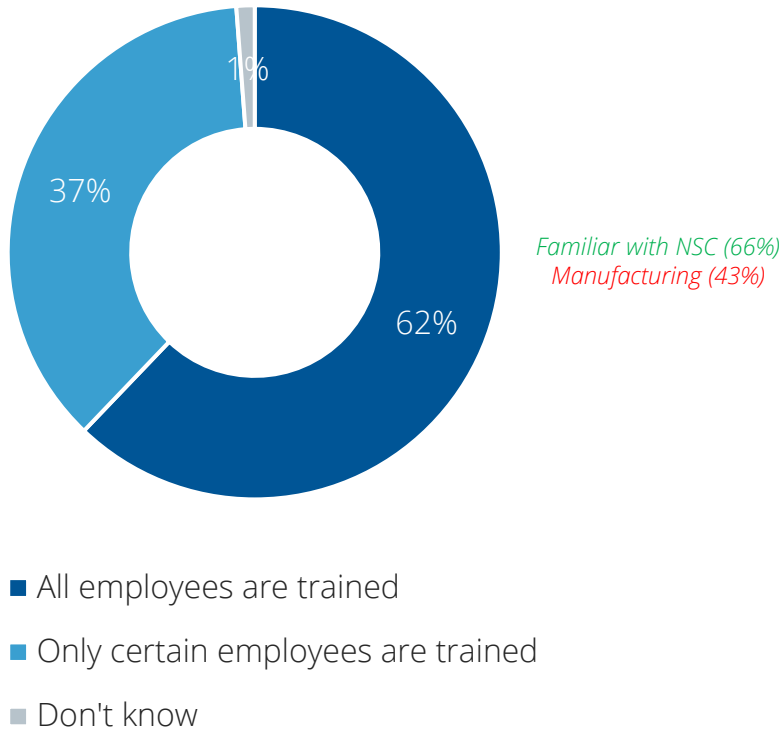




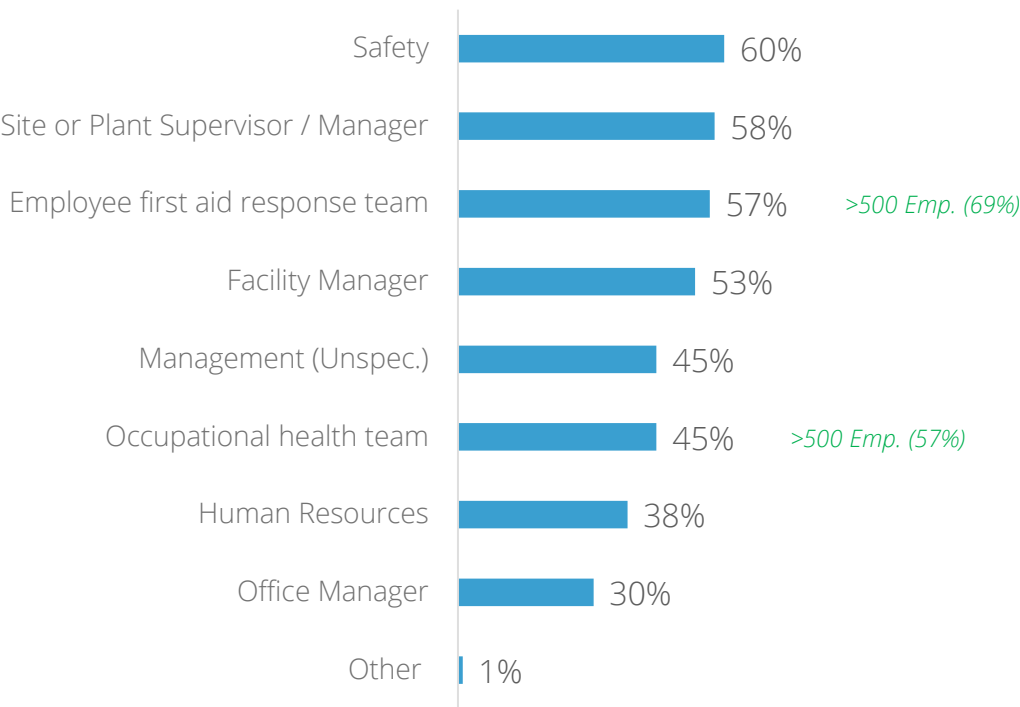
Q40b. Which of these statements best describes your organization's approach to training and administration of naloxone?

Q41b. Which functions or roles in your organization are trained on the administration of naloxone?

Training And Administration Of Naloxone



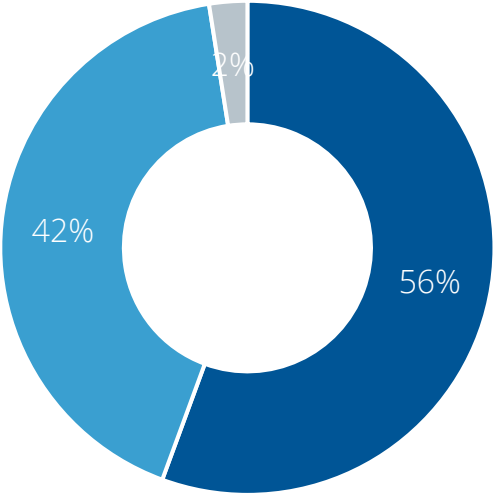
Roles Trained On Administering Naloxone (n=92)



Q27a. Which of these statements best describes your organization’s approach to the storage of naloxone?

Q28a. Which functions or roles in your organization have access to naloxone?

Training And Administration Of Naloxone



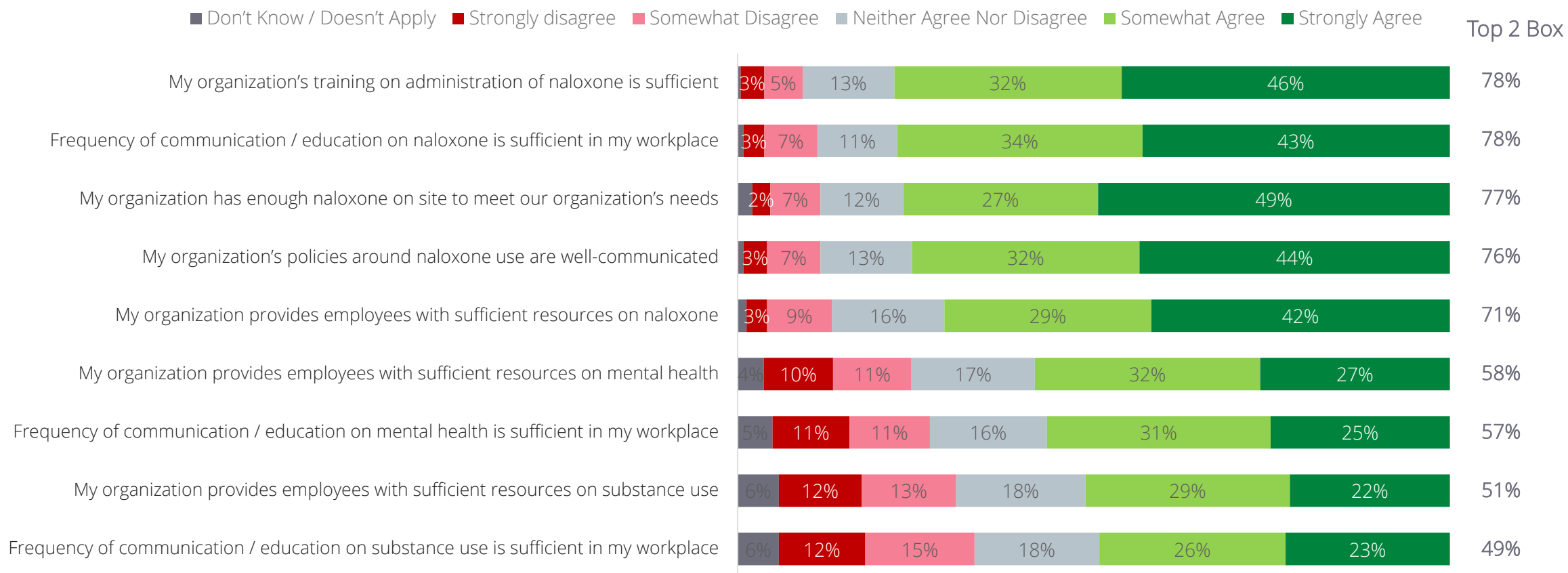
- All employees are trained
- Only certain employees are trained
- Don't Know

Roles Trained On Administering Naloxone (n=101)



Base: 241  
Employees Stocking Naloxone

## Q31. Please rate your level of agreement with the following statements ...





*Q42. [EMPLOYER] / Q29. [EMPLOYEE] What do you see as the primary benefits to your organization of stocking naloxone on site?*

It would benefit us because it would not only **protect our employees** from an overdose, but could also **help a civilian** near our job that may be having an overdose. We work in populated areas and have seen drug use near our work sites on several occasions.

The primary benefit is that employees will they be **educated** on what it is and how it is **properly used**. If any situation happens, on or off-site, they will **know what to do**.

Showing employees that this problem is nothing something that is ignored but **treated and addressed**. An employer that takes this step is a workplace I **want to work at** for the reminder of my career.

With hundreds of guests coming through and many employees on site, having naloxone on site has **the potential to be life-saving**, especially considering the **low response time of emergency personnel** in the area.

It would really reverse any overdoses that we may have. It could save a life and **being able to train everybody on it doesn't take too much time** so this is something that doesn't take too much time to learn, it's **easy to administer** and could really **save a life**.

This proactive measure enables a **positive workplace image**, demonstrating a commitment to **employee well-being** and potentially reducing emergency hazard cost.

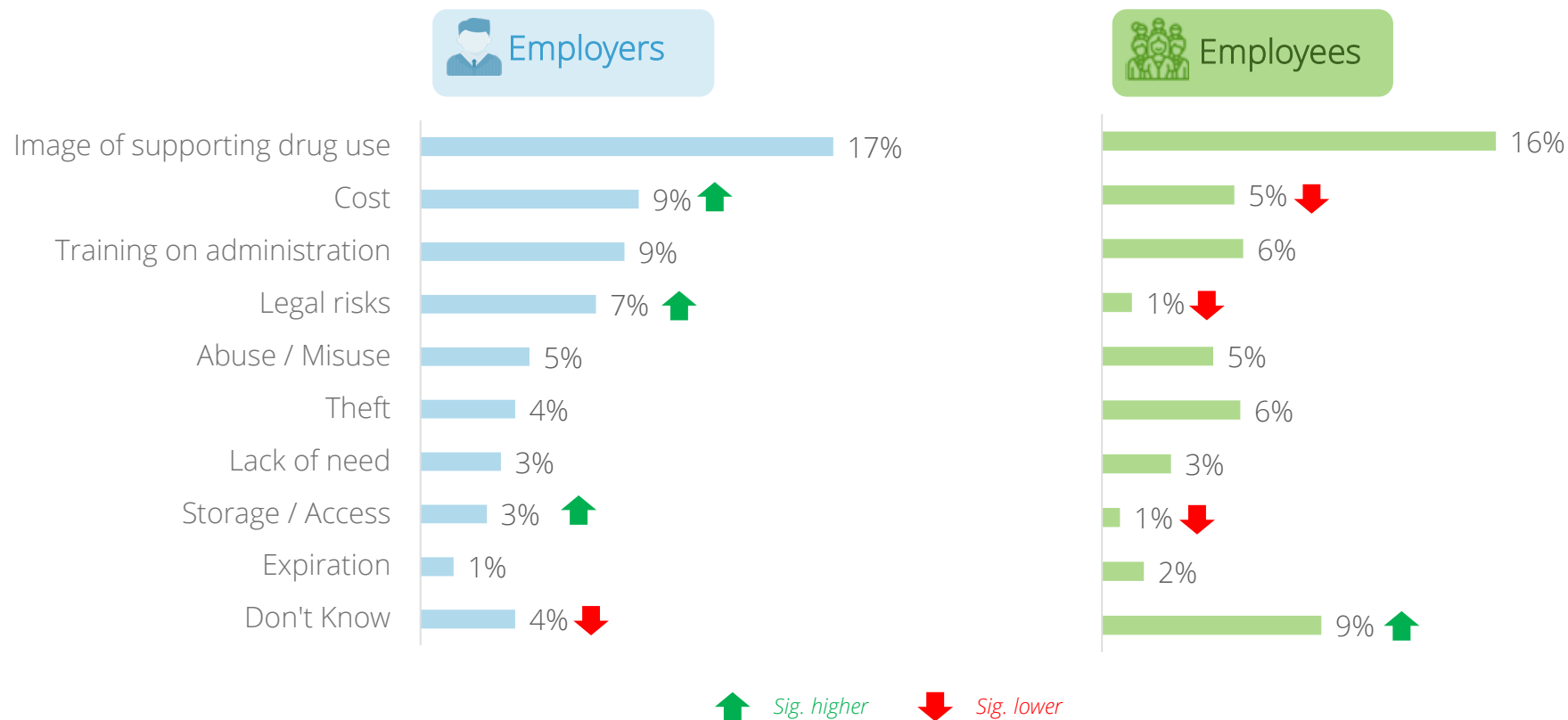
It would be helpful to **prepare for an overdose** of an opioid. The time between an overdose occurring and a first respondent to be able to assist could be **cut down dramatically**.

It's one of those things **you hope you never have to use but if you need it you better have it available and quick**. We do not want anyone to pass away for any reason.

Base:

815 Employees  
502 Employers

Q43. [EMPLOYER] / Q30. [EMPLOYEE] What do you see as the primary drawbacks to your organization of stocking naloxone on site?



Base:

815 Employees  
502 Employers

↑ Sig. higher ↓ Sig. lower



*Q43. [EMPLOYER] / Q30. [EMPLOYEE] What do you see as the primary drawbacks to your organization of stocking naloxone on site?*

Possible **misdiagnosis** and further damage to victim.

Unfortunately, I think having a supply of Narcan is **sending the wrong message** that it's okay to use opioids at work..

It almost gives the impression that **they are aware people do it at work and have a back up plan.**

I do not see any aside from perhaps if **they had an expiration date and were not to be used before then**, then there is a loss of product.

I don't see any draw backs unless you consider **training as an expense for the company as a draw back.** I personally do not think that.

People not knowing how to use it correctly or when to use it.  
Does it **go bad after awhile?**

Almost **condoning drug use at work.**

Cost for carrying naloxone that **never gets used.**

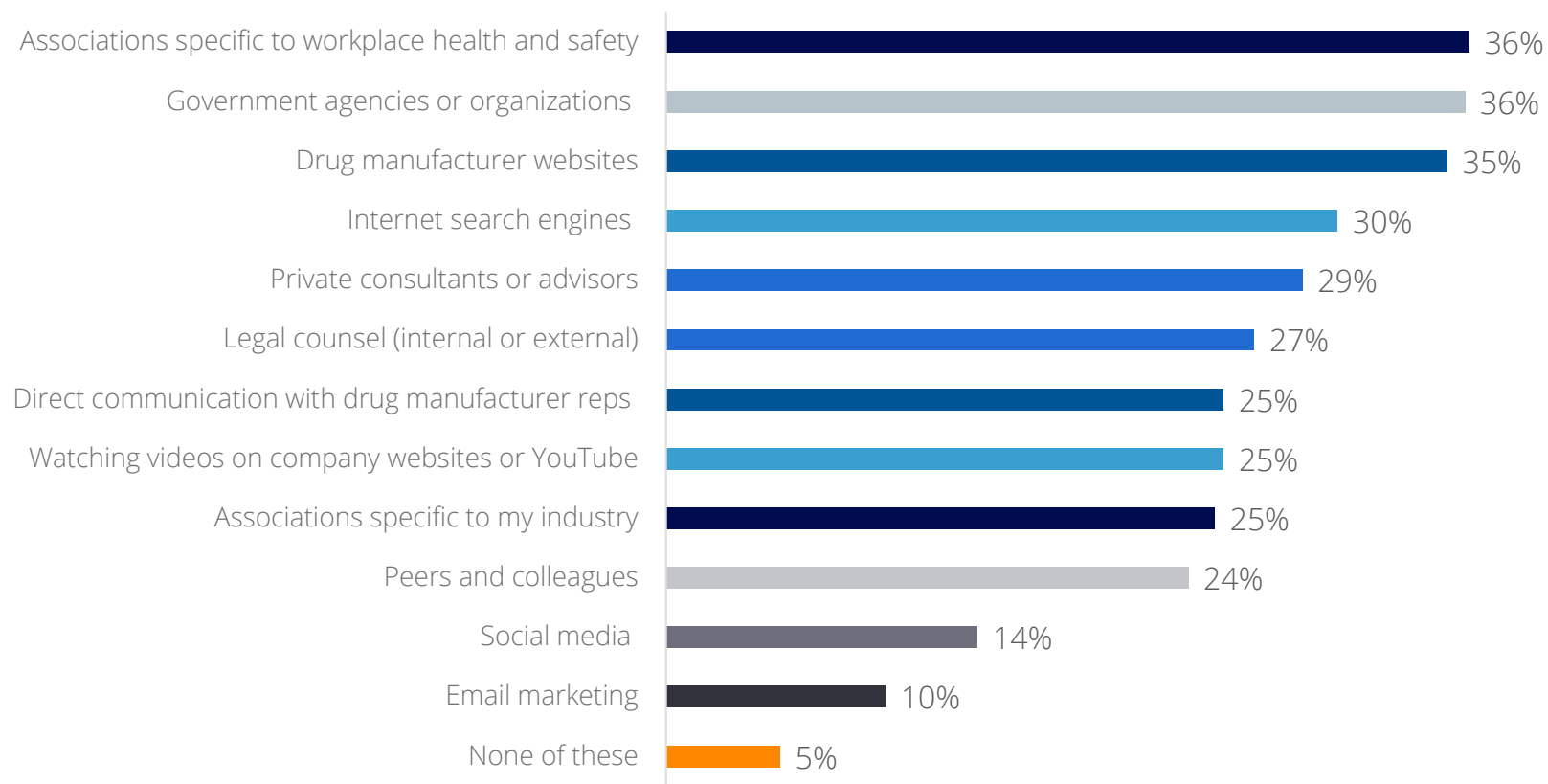
it could be **stolen** or even **misplaced** and that would be a hassle if the need arises.

We don't want employees to be fearful or judge other employees. We also **don't want it to seem that we approve of opioid use.**

Base:

815 Employees  
502 Employers

*Q44. Which of the following sources have you already used or would consider using' to learn more about the stocking and administration of naloxone in the workplace?*



Associations	49%
Drug Manufacturers	49%
Consultants, Advisors, & Counsel	45%
Internet	43%
Government Agencies	36%
Word Of Mouth	24%
Social Media	14%
Email Marketing	10%

Base: 502  
Employers

## Q44. Which of the following sources have you already used or would consider using' to learn more about the stocking and administration of naloxone in the workplace?

Table Shows % Using Or Considering Source

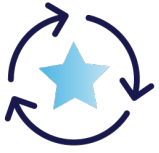
Significantly higher Significantly lower

	Overall	Familiarity With NSC		Workplace Overdose		Stocking Of Naloxone			
		Familiar	Unfamiliar	Experienced Overdose	Have Not Experienced	Currently Stocking	Considering	Decided Against	Uninformed
Base	502	370	132	54	448	251	138	28*	85
Associations specific to workplace health and safety	36%	40%	26%	39%	36%	40%	40%	18%	26%
Government agencies or organizations	36%	39%	30%	37%	36%	39%	40%	18%	29%
Drug manufacturer websites	35%	37%	30%	50%	34%	41%	36%	18%	25%
Internet search engines	30%	34%	21%	46%	29%	36%	27%	18%	25%
Private consultants or advisors	29%	33%	17%	35%	28%	30%	31%	21%	25%
Legal counsel (internal or external)	27%	28%	23%	35%	26%	26%	33%	18%	21%
Direct communication with drug manufacturer reps	25%	26%	22%	28%	25%	31%	25%	7%	14%
Watching videos on company websites or YouTube	25%	29%	14%	39%	24%	28%	22%	18%	25%
Associations specific to my industry	25%	28%	17%	26%	25%	28%	26%	11%	18%
Peers and colleagues	24%	25%	19%	39%	22%	30%	20%	18%	12%
Social media	14%	17%	6%	39%	11%	22%	9%	0%	5%
Email marketing	10%	11%	6%	20%	9%	14%	5%	7%	6%
Other	1%	0%	2%	0%	1%	1%	0%	0%	1%
None of these	5%	3%	11%	2%	6%	2%	4%	14%	14%
Average	3.2	3.5	2.3	4.3	3.1	3.7	3.1	1.7	2.3

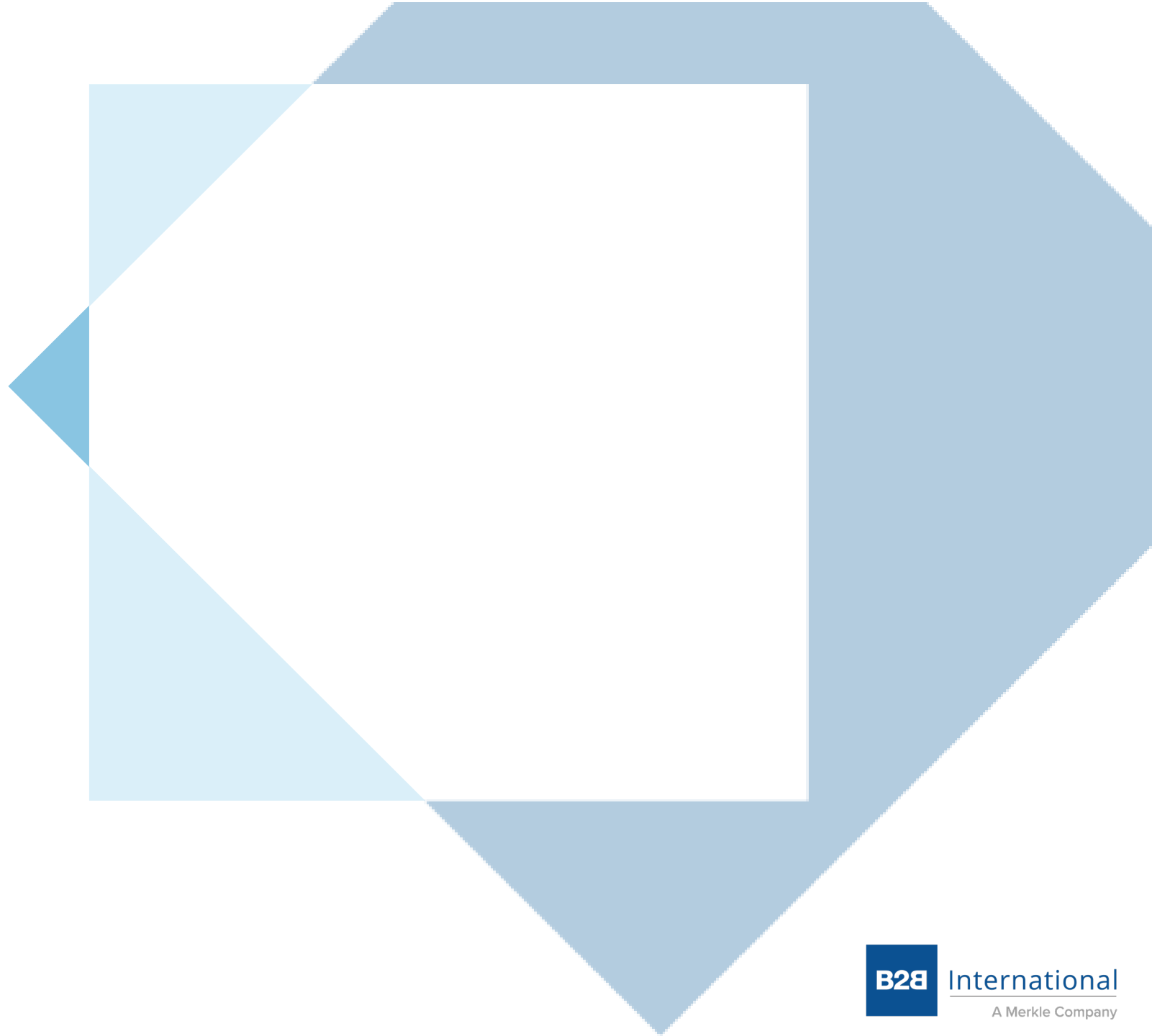
Base: 502  
Employers

\* Caution: Low Base

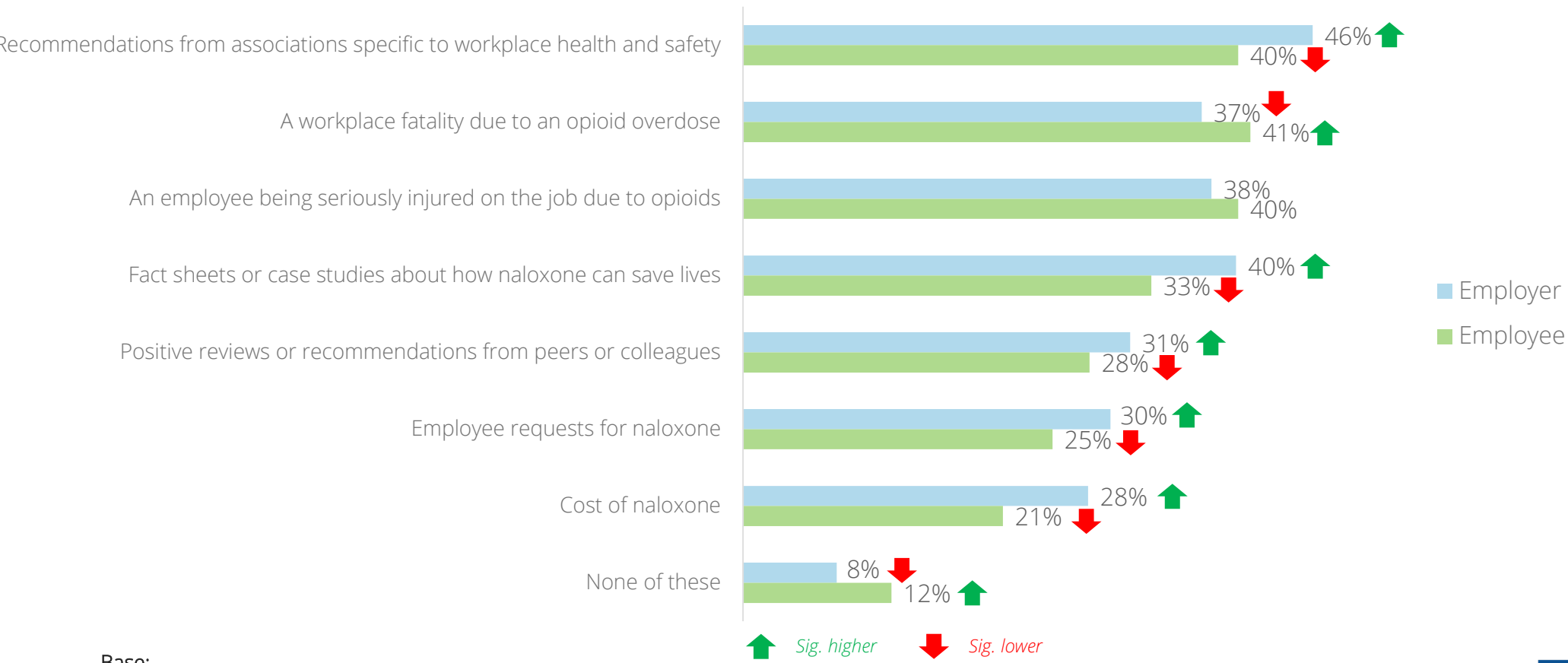




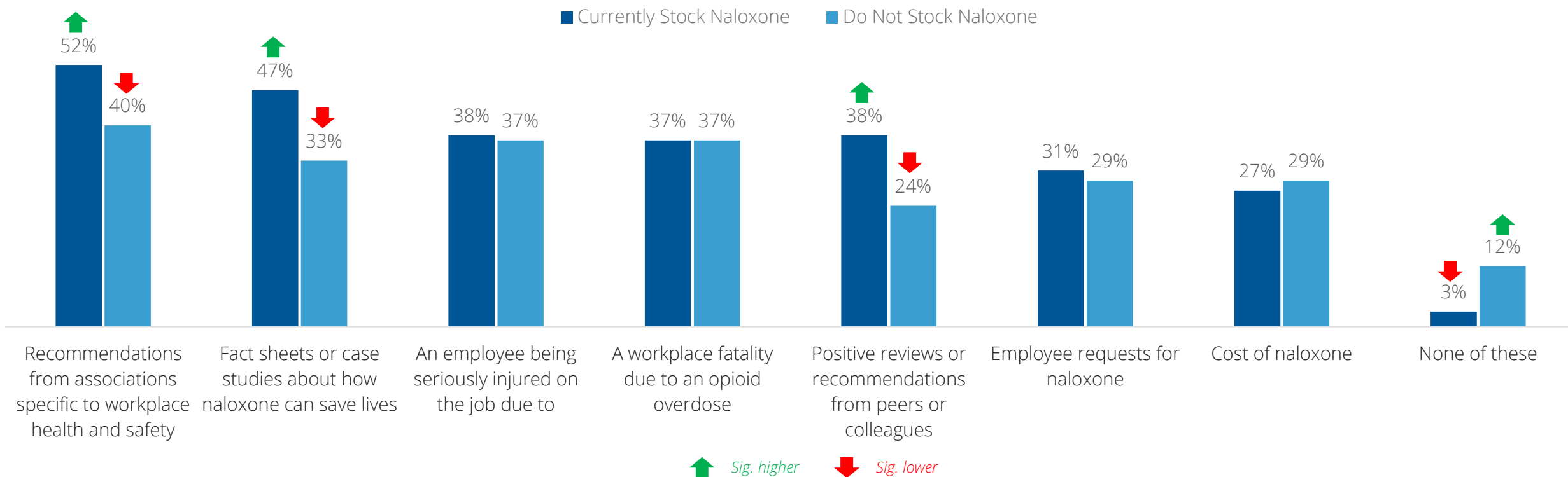
## Drivers & Barriers To Naloxone Usage



Q45. [EMPLOYER] / Q32. [EMPLOYEE] Which of the following factors might influence or influenced your organization to consider implementing naloxone in your workplace?

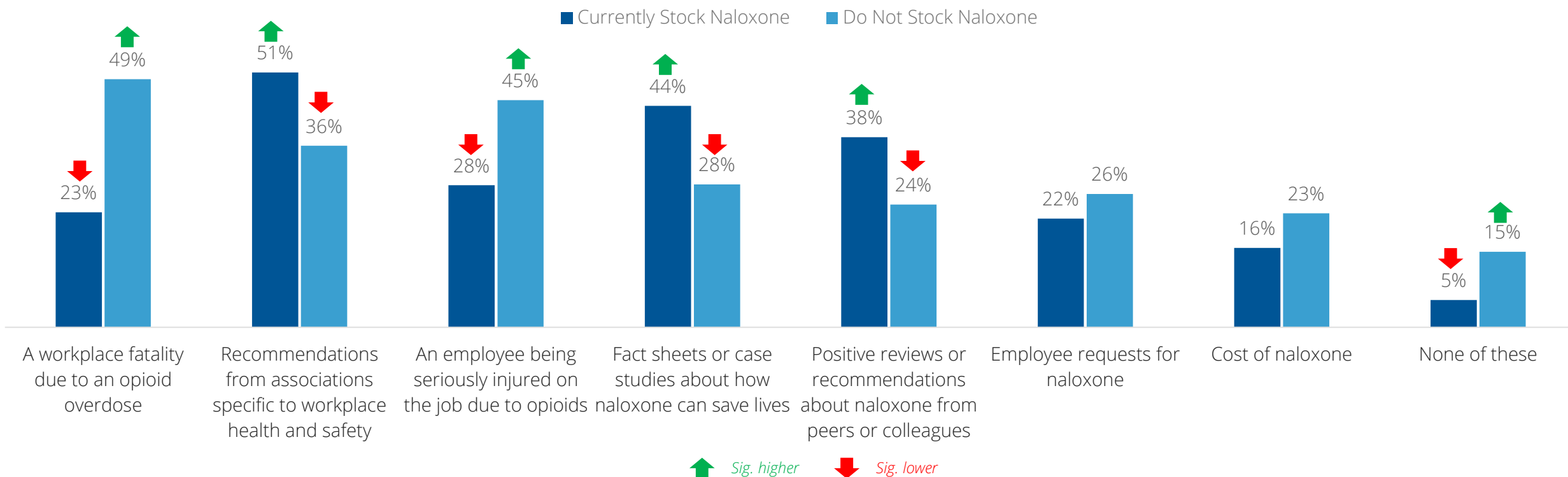


Q45. Which of the following factors might influence or influenced' your organization to consider implementing naloxone in your workplace?



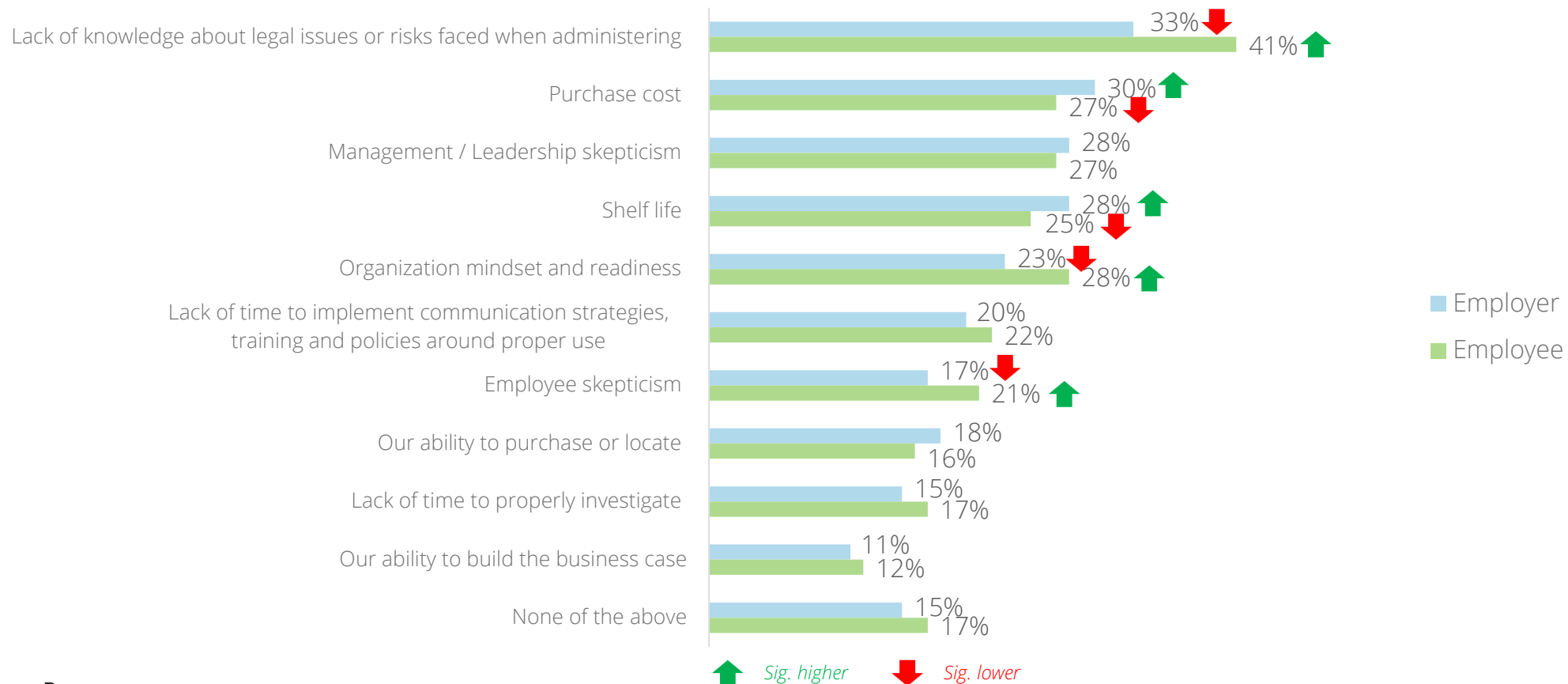
Base: 502  
Employers

Q32. Which of the following factors [influenced / might influence] your organization to consider implementing naloxone in your workplace?



Base: 815 Employees

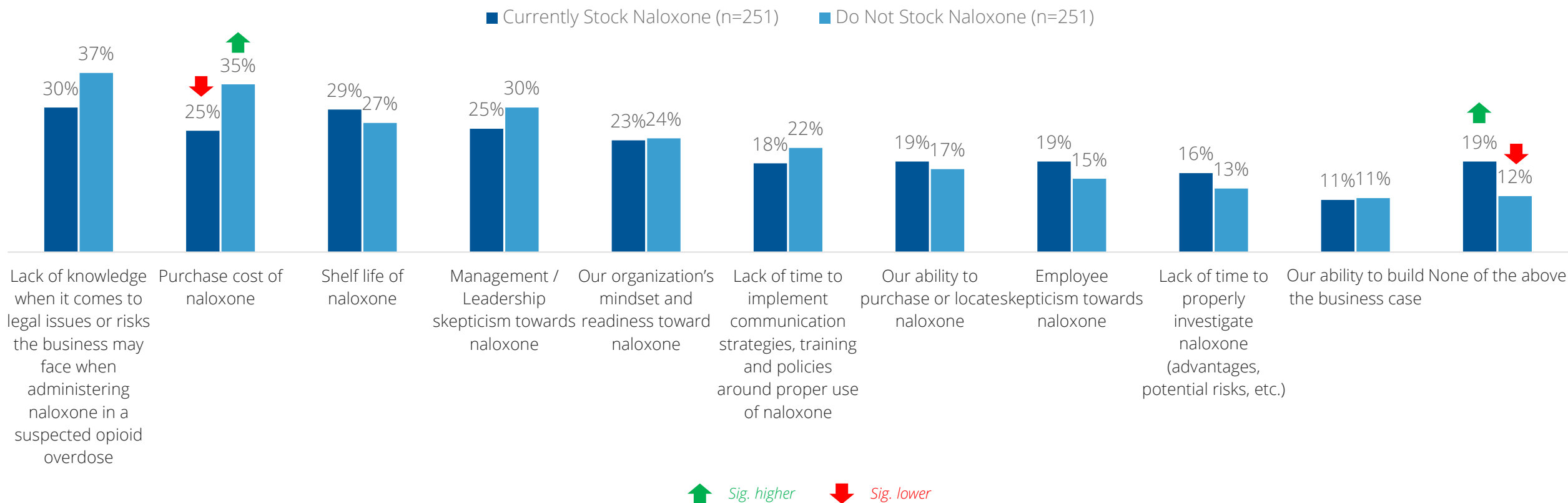
Q46. [EMPLOYERS] / Q33. [EMPLOYEES] Which of the following barriers do you think your organization might face when it comes to the stocking and administration of naloxone in your organization?



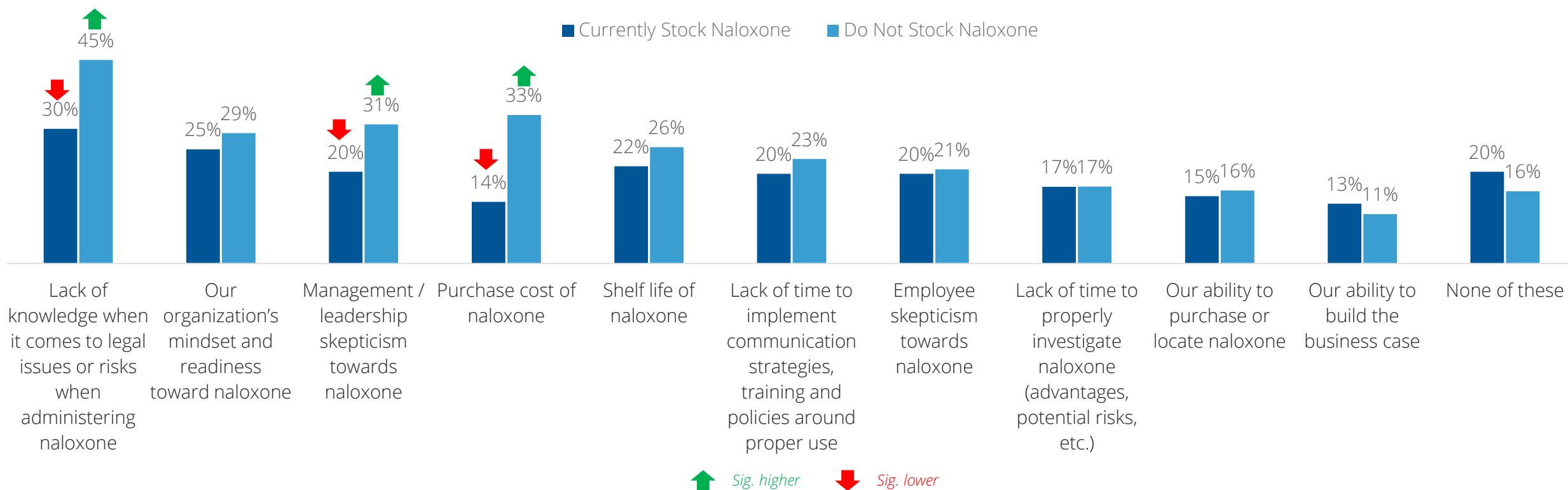
Base:

815 Employees  
502 Employers

Q46. Which of the following barriers do you think your organization might face when it comes to the stocking and administration of naloxone in your organization?



Q33. Which of the following barriers [did your organization already face / do you think your organization might face] when it comes to the stocking and administration of naloxone in your organization?



Base: 815  
Employees