




**DCengage**

HealthHIV.org

# Drug User Health and Workplace Policies

## Handout

**Inaugural DC Engage  
Harm Reduction Conference**  
AUGUST 25, 2022



## Employee Assistance Programs (EAP)

*Your Partner In Workplace Drug Abuse Prevention*

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VP of Grants & Corporate Sponsorships  
Project Briggs, Inc.

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## What Is An Employee Assistance Program? (EAP)

An employee benefit program that assists employees with personal problems and/or work-related problems that may impact their job performance, health, mental and emotional well-being. EAPs generally offer free and confidential assessments, short-term counseling, referrals, and follow-up services for employees. EAP counselors may also work in a consultative role with managers and supervisors to address employee and organizational challenges and needs. Many corporations, academic institution and/or government agencies are active in helping organizations prevent and cope with workplace violence, trauma, and other emergency response situations. There is a variety of support programs offered for employees. Even though EAPs are mainly aimed at work-related issues, there are a variety of programs that can assist with problems outside of the workplace. EAPs have grown in popularity over the years and are more desirable economically and socially.

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## Why Is An Employee Assistance Important?




Reduce Absenteeism




Positive Work Environment



Improve Morale




Increased Productivity



Less Turnover

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**EAP-Stats You Can't Ignore?**

- **62% improvement** was seen in the work-life management of employees after implementation EAPs.
- **86% of the workforce** reported of having a positive impact of their wellbeing after the introduction of EAPs.
- **74% of the employees** in the United States has access to EAPs.
- 85% of employers were offering EAPs to their employees according to a **report by SHRM in 2020**.
- According to EAPA, **95% of companies** with more than 5000 employees have EAPs in the organization

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**68.9%**

**OF ALL DRUG USERS ARE EMPLOYED AND ACTIVE**  
(Substance Abuse & Mental Health Admin.)

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**11 Most Commonly Abused Drugs In The Workplace**

- Alcohol
- Cocaine
- Marijuana
- Amphetamine/Methamphetamine
- Opiates
- Phencyclidine
- Barbiturates
- Benzodiazepines
- Methadone
- Propoxyphene
- Methaqualone

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**Put Your Employee Assistance Program To Work....**

- Incorporate Workplace Drug Abuse Prevention, Detection & Treatment Programs
  - Ensure your EAP provider is sensitive and culturally competent i.e., GLBTQ educated
  - Incorporate drug testing and educational programs designed to fit your company culture.
  - Your EAP provider should strong connections with local rehab and treatment centers aligned with the organizations culture and mission. CBO's etc.
- Review Your Current Drug Abuse Policies
  - Does your current policy support your employee and protect He/She/They rights?
  - Does your current policy support recovery? What are the steps to return to work?

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**The Top 10 Best Employee Assistance Providers**



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**Questions?**

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