

# It's Good Business to Prevent Substance Misuse and Support Recovery



Employees are your most valuable assets. That's why it's important to create a workplace that protects them from the risks of substance use. Plus, when you support employees in recovery, it has a positive impact on the bottom line.

## The Risks for Substance Use and Overdose are High for Many Workforce Segments

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- ❗ Employees may not have health insurance, and if they do, it may not cover the services that they need.
  - ❗ Physical injuries and chronic pain can be very common.
  - ❗ Employees may rely on self-medication with pills and other substances, instead of seeing a doctor.
  - ❗ Many employees have a work-at-all-costs attitude.
  - ❗ Stigma often prevents them from seeking help.

Employees in recovery miss  
**14 fewer days**  
of work each year<sup>1</sup>

Source: 1. National Safety Council, 2020

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## Businesses That Take Action See Positive Impacts

There are valuable business reasons to prevent substance misuse, avoid the risks of overdose, and support employees in recovery.

- ✔ Better performance
- ✔ Fewer accidents
- ✔ Greater loyalty
- ✔ Higher productivity
- ✔ Less turnover
- ✔ Lower health care costs
- ✔ More long-term employees
- ✔ Reduced costs on training new hires



Each employee in recovery saves a company an average of **\$8,500 annually**<sup>1</sup>

Source: 1. National Safety Council, 2020

## Make Sure Employees Know Where to Find Help

Provide information that employees can use to find help if they need it.

- ☎ **2-1-1**  
Dial 2-1-1
- ☎ **National Suicide Prevention Lifeline**  
(800) 273-TALK (8255)
- ☎ **SAMHSA's National Helpline**  
(800) 662-HELP (4357)
- ☎ **Connecticut Department of Mental Health and Addiction Services**  
(800) 563-4086
- ☎ **National Alliance on Mental Illness HelpLine**  
(800) 950-NAMI (6264)

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