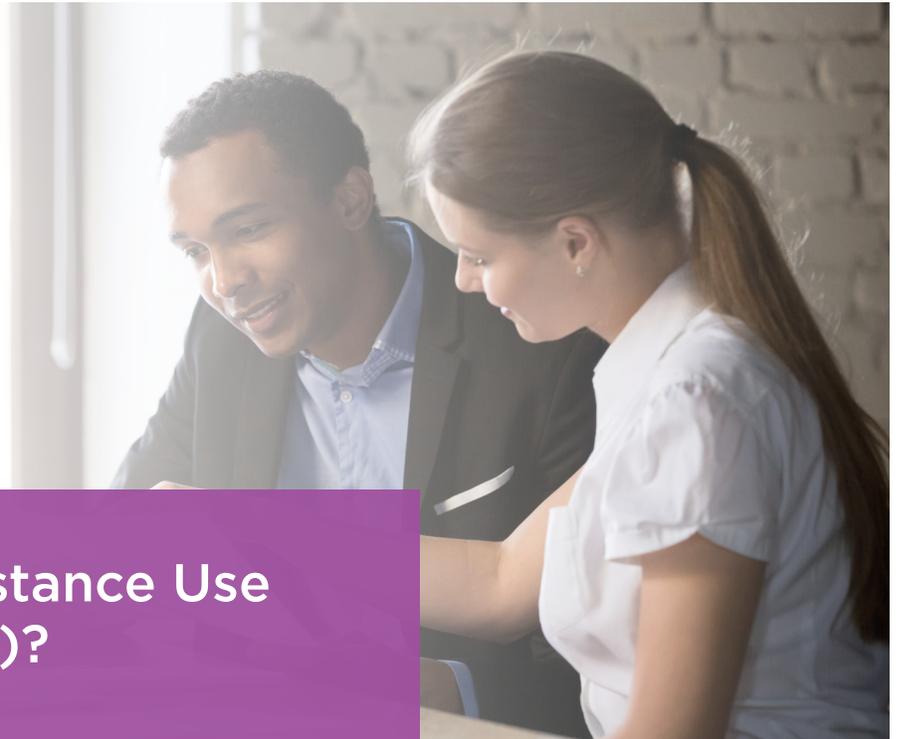




RECOVERY —READY— WORKPLACE



What is a Substance Use Disorder (SUD)?



About 20.3 million Americans report a SUD in the past year.

Substance use disorder (SUD) is a medical term that refers to misuse of drugs and alcohol. People generally call SUD “addiction.”

SUD is a chronic, relapsing illness. Think of SUD the same way you think of other chronic illnesses like diabetes or high blood pressure. With treatment and lifestyle changes, people can manage their illnesses and live productive lives. But the illness can recur and require a change in treatment, lifestyle, or both.

What are signs and symptoms of SUD?

People with SUD often

- Want to stop or cut down but cannot.
- Continue their use despite negative effects.
- Put themselves in danger because of their use.
- Over time, need more and more of the drug to get the same effect.

What is Opioid Use Disorder (OUD)?

Addiction to prescription painkillers often begins with a valid prescription for an opioid pain medication.

- 1 out of 4 people prescribed opioids for long-term pain become addicted.
- 4 out of 5 people treated for OUD started with a prescription for pain medication.
- Prescription opioid addiction often leads to heroin use as a cheaper alternative.

Opioids are highly addictive and change the way the brain works. Most people with OUD are just regular people with families, jobs, and goals.

Medication and other treatment can help people to get back to their lives.



How are SUDs treated?

- **BEHAVIORAL TREATMENT:** Individual, group, or family therapy, in a residential, inpatient, outpatient, or community setting.
- **MEDICATIONS:** FDA-approved medications for OUD include buprenorphine (Subutex®, Sublocade®, Suboxone®), methadone, and naltrexone (Vivitrol®). Medications for alcohol use disorder include acamprosate, disulfiram (Antabuse®), and naltrexone (Vivitrol). Some of these medications work by reducing cravings, while others block the mind-altering effects of the substance.
- **RECOVERY SUPPORTS:** People can sustain their recovery by maintaining good overall health, participating in meaningful activities such as community involvement, work, and social engagement, and getting support from groups like AA/NA, family, and friends.

Can People Recover?

Most People Recover from SUD. Compared to many other medical and psychiatric illnesses, SUD has a good prognosis. About 42% to 66% of people with SUD never use substances again, although it can take time to reach that point.



Take the Pledge!

Show your commitment to recovery ready policies and practices by taking the **Recovery Ready Workplace** pledge at www.tinyurl.com/recoveryready. Employers can take the pledge to show their support for people in recovery and their contribution to the Hampden County workforce!

What is a Recovery Ready Workplace ?



ACKNOWLEDGES and openly addresses the topic of drug and alcohol misuse



EDUCATES employees and customers about the disease of addiction and treatment resources and options



OFFERS HR policies and practices to support employees who are in recovery from addiction

Sources:

Substance Abuse and Mental Health Services Administration. www.samhsa.gov

Centers for Disease Control and Prevention. www.cdc.gov

U.S. Department of Health and Human Services. <https://www.hhs.gov/asap/familyfriends/warningsignsdrug/>

American Psychiatric Association. <https://www.psychiatry.org/patients-families/addiction/what-is-addiction>

This workforce product was 100% funded by a \$1,828,864 grant awarded by the U.S. Department of Labor's Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it.