Stigma around medication-assisted treatment (MAT) can cause employers to make decisions based on unfounded assumptions, stereotypes and myths. Yet MAT is an effective evidence-based therapy to treat substance use disorder through a combination of FDA-approved prescription medication, counseling and behavioral therapies. The medication is used to:

- Normalize brain chemistry
- Prevent a high by blocking brain receptors
- Reduce cravings
- Eliminate withdrawal symptoms
- Normalize body functions

Yet many medications, including those used in MAT, can have side effects that could impact an employee's ability to perform their job. Employees have a right to take these medications, yet employers have the right and obligation to maintain a safe and productive workplace.

A drug-responsible approach to MAT – which includes a comprehensive drug-free workplace policy and program – can help an employer prevent and respond to problems related to an employee’s use of ALL prescription medications.

**Policy & Operations**
Include a prescription drug rule informing employees of responsibilities around taking medication and outlining actions employers may take if performance or safety concerns arise.

**Education & Training**
Help employees remember expectations around prescription drug use and provide supervisors and managers the tools and resources to spot and respond to potential problems.

**Drug Testing Practices**
Include a medical review officer in the testing process to protect employees' rights to use legally prescribed medications.

**Assistance**
Identify resources to help employees who self-identify they are struggling or who are identified by management that there is an issue.

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