

MAT

(Medication-Assisted Treatment)

Responding to an employee's use of prescription medication to treat substance use disorder

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



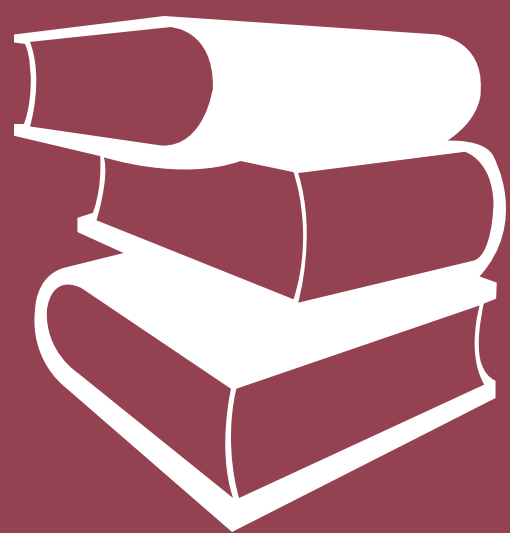
Normalize body functions



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.



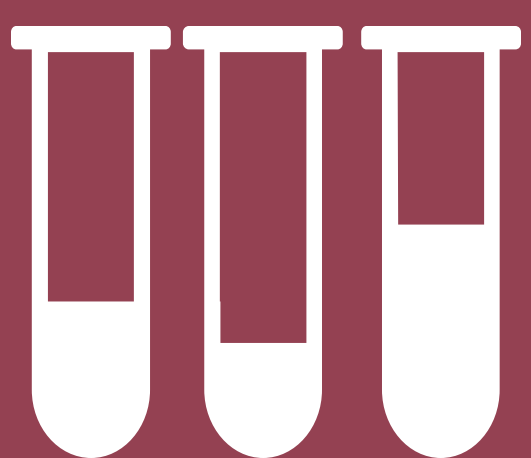
Policy & Operations

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.