

# WHAT DO I DO IF I SUSPECT AN EMPLOYEE IS AN OPIOID ADDICT AND HOW DO I START THE CONVERSATION?

## IF YOU SUSPECT THAT A COWORKER MAY BE ABUSING OPIOIDS:

- 1 Plan a private conversation
- 2 Keep the focus on their work performance and don't be accusatory
- 3 Have data to back up your claims surrounding their work performance (attendance, reviews, records of missed deadlines, etc.)
- 4 Avoid blame and judgment—talk to them from a place of compassion and empathy

---

## CONVERSATION STARTERS:

“I care about you as a person. I can see that you're struggling. What can I do for you?”

“We are here to support you. Is there something going on you'd like to talk about?”

“It appears you're very distracted lately, and your performance is suffering. Is there anything you want to talk with me about?”

If your employee opens up to you during your conversation, let them know there's help available to them; e.g., “We are here to support you and your family. May I help you find resources the company provides?”



The National Drug Addiction Helpline: **1.800.662.HELP (4357)**  
The Arkansas Mental Health & Addiction Support Line: **1.844.763.0198**

