

This project is based on best practices of drug-free workplace initiatives and aligns work organizations, who qualify, to enroll in Ohio BWC's Drug-Free Safety Program (DFSP) for a discount on their workers' compensation insurance.

1. Drug-Free Workplace Policy & Program Development and Implementation

Paid for by Mental Health and Recovery Services Board, participating companies will complete the *Working Partners*® Program to develop comprehensive drug-free workplace (DFWP) policies/programs. Offered through a contract with *Working Partners*®, the program includes

- Comprehensive educational sessions for decision-makers of a group of participating companies
- Individual consultation with each participating company re. policy/program issues
- Customized and legally-sound documents, co-authored by the law firm of Porter, Wright, Morris & Arthur
- Development of an individualized plan to operationalize and implement a comprehensive program

2. Employee Education

Paid for by each business and facilitated on-site by PVFF, an Allen County service provider. Other delivery options for employee education include Training of Trainers (TOT), webinars and OnDemand courses. Curriculum will be developed and technically supported by *Working Partners*® and covers a broad range of relevant topics.

3. Supervisor Training

Paid for by each business and facilitated on-site by PVFF, an Allen County service provider. Other delivery options for supervisor training include Training of Trainers (TOT), webinars and On Demand courses. Curriculum will be developed and technically supported by *Working Partners*® and covers a broad range of relevant topics.

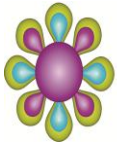
4. Drug and Alcohol Testing

Each business will have access to group-priced qualified testing through membership into the *Working Partners*® Consortium, utilizing local and regional collection facilities.

5. Employee Assistance Services: Education / Intervention / Treatment

Employees who either voluntarily seek assistance or test positive on a workplace test will be connected to a wide variety of workplace-specific services including

- Screening and Brief Intervention - Paid for by the Mental Health and Recovery Services Board through a contract with Coleman Professional Services, employers will have the ability to refer employees for on-site assessments for substance use disorders.
- Referral – Employees who have been assessed will be referred to the proper community programs at the correct level of care. Services will be paid for by each employee with via his or her insurance or sliding fee scale. Referral services include:
 - Alcohol and other drug (AoD) awareness – most commonly be used for those with an abuse diagnosis who may have encountered their first legal consequence as a result of their use (i.e. first DUI, first underage consumption).
 - STEPS Program – most commonly be used for those with an abuse diagnosis who have had more than one legal consequence and for those where there is question as to whether they may be substance dependent.
 - Array of treatment programs – designed for those who have been identified as having a substance dependence issue.



The Mental Health and Recovery Services Board of Allen, Auglaize and Hardin Counties offers a comprehensive array of services to assist employers and their workforce in preventing and treating substance abuse disorders. Services include:

Screening and Brief Intervention - Paid for by the Mental Health and Recovery Services Board through a contract with Coleman Professional Services, employers will have the ability to refer employees for on-site assessments for substance use disorders.

Referral – Employees who have been assessed will be referred to the proper community programs at the correct level of care. Assistance services will be paid for by each employee via his or her insurance or sliding fee scale, based on assessed need by a company’s Employee Assistance Program (EAP) or Coleman Professional Services. Referral services include

Alcohol and Other Drug (AoD) Awareness – This is an educational group that focuses on basic education regarding substance use and abuse and its effects on one’s body. This program would most commonly be used for those with an abuse diagnosis who may have encountered their first legal consequence as a result of their use (i.e. first DUI, first underage consumption).

STEPS Program – This program is designed for those who do not meet the level of care for long-term treatment but there is some question as to the severity of the problem. STEPS focuses on the effects of substance use/abuse, psychological, social and biological influences, phases of use, withdrawal, and risk guidelines. There are group activities and personal formulas that are completed and presented to the group so individuals understand their personal risk. Attendee’s myths and beliefs are also challenged in this group to attempt to change thinking processes regarding substance abuse. This program would most commonly be used for those with an abuse diagnosis who have had more than one legal consequence (i.e. 2 DUI’s) and for those where there is question as to whether they may be substance dependent.

- Drug/Alcohol Assessment
- 1 hour of individual counseling
- 10 hours of group counseling

Outpatient Treatment – Treatment is designed for those who have been identified as having a substance dependence issue. Treatment services are individualized with recommendations being based on length of substance use, what substance is being used, whether the person has had previous treatment, etc.

- Drug/Alcohol Assessment
- Individual Counseling – hours based on individual need and progress
- Group Counseling - hours based on individual need and progress

Intensive Outpatient Treatment – Intensive treatment designed for those who have been identified as having a substance dependence issue. Treatment services are more intensive than standard outpatient services.

- Drug/Alcohol Assessment
- Individual & Group Counseling – minimum of 8 hours per week provided at least 3 days per week

Medication Assisted Treatment – Services provided by a medical professional directly related to the use of medications to provide a whole-patient approach to the treatment of certain substance disorders (i.e. opiate dependence). Medications are used in combination with Outpatient Treatment to aid in the recovery of addiction to certain substances.