According to The Hartford's Opioids In The Workplace Survey, opioids are a growing concern for Human Resources professionals and employees at companies of all sizes across the nation. Both groups feel they don't have the knowledge or workplace resources to address opioid addiction.

**WORKPLACE IMPACT**
According to HR Professionals: 67% say their companies are impacted by opioid use today or will be in the future.

**KNOWLEDGE GAP**
- Feel extremely or very confident that they could spot signs of opioid addiction:
  - 24% HR Professionals
  - 18% Employees
- Report being extremely or very knowledgeable about ways to reduce opioid addiction:
  - 19% HR Professionals
  - 19% Employees

**UNPREPARED**
- Do not feel well-trained to help workers addicted to opioids:
  - 64% HR Professionals
  - 76% Employees
- Employees agree their company's HR policies and procedures do enough to help employees with addiction: 1/3
- Employees say their company has the resources needed to help opioid-addicted employees: 34%

**TOP PRIORITY**
- Companies making opioid addiction in the workplace a top priority:
  - 35% HR Professionals
  - 31% Employees
Employees have a different perception than HR Professionals about what actions a company takes with an employee with an addiction:

<table>
<thead>
<tr>
<th>Action</th>
<th>Employees</th>
<th>HR Professionals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Termination</td>
<td>31%</td>
<td>46%</td>
</tr>
<tr>
<td>Employee Probation/Suspension</td>
<td>44%</td>
<td>42%</td>
</tr>
<tr>
<td>Employee Returns After Treatment</td>
<td>45%</td>
<td>31%</td>
</tr>
<tr>
<td>Ensuring Employee Is Closely Monitored</td>
<td>37%</td>
<td>22%</td>
</tr>
<tr>
<td>Employee Re-assigned with Less Responsibility</td>
<td>16%</td>
<td>13%</td>
</tr>
</tbody>
</table>

**Communication Divide**

<table>
<thead>
<tr>
<th>Awareness of Addiction Resources at Companies</th>
<th>59% HR Professionals</th>
<th>38% Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Believe their companies could do better at communicating opioid addiction resources</td>
<td>54% HR Professionals</td>
<td>66% Employees</td>
</tr>
</tbody>
</table>

Learn more at [TheHartford.com/opioid-crisis](http://TheHartford.com/opioid-crisis)

The Hartford’s Opioids In The Workplace Survey was conducted with an online research panel between Aug. 9-15, 2018 using a nationally representative sample of 2,500 U.S. adults comprised of two groups – 2,000 full- and part-time workers and 500 individuals with a Human Resources role. The margin of error for the first group is ±2.2 percent at the 95 percent confidence level and it is ±4.4 percent at the 95 percent confidence level for the second group. © November 2018 The Hartford