

# 2.3



## DIFFERENT PATHS FORWARD

**There is no single road to recovery. Once an employee has acknowledged that a substance use disorder (SUD) exists, here are the main options to consider.**



- **Employee Assistance Program.** If you have an EAP, the employee can be directed to its resources for treatment, recovery, and peer support.
- **Non-EAP treatment.** If no EAP exists, the employee can review insurance-funded options as possible courses of action. Private and group insurance policy provision for SUD must be examined. The Affordable Care Act does require Medicaid and all insurance plans sold on the Health Insurance Exchange to provide services for SUD treatment.
- **Self-initiated treatment.** As the employer, you can direct the employee to the resources included as part of this toolkit, and make sure the employee understands that he or she has your support in pursuing recovery.

- **Create a plan for returning to work.** Following the initiation of treatment for the SUD, it's often wise to sit down and chart a return to work. This encourages ongoing engagement with treatment as a means of keeping the position.

