

Naloxone in the Workplace – Legal Considerations for Employers

The storage and use of naloxone¹ in every workplace is important to save lives. Every industry sector can benefit from having a workplace naloxone program and training their employees on its use. Importantly, **state laws indicate no additional liability for carrying naloxone in the workplace.**

Workplace Naloxone Programs

It is important to remember that while naloxone availability is an essential tool in addressing opioid overdoses - a workplace naloxone program that includes proper training for employees on its use and the recognition of opioid overdose symptoms are equally crucial components of a holistic workplace emergency response plan. Ensuring that employees are informed and prepared can help mitigate potential risks and ensure a safer environment. **Additionally, having a robust naloxone training and education program reduces liability when its use in the workplace is necessitated.**

Important Considerations for Creating a Naloxone Program in the Workplace

- Know state laws governing administration of opioid antagonists.
- Create a naloxone protocol that includes instructions for identifying an opioid overdose, calling for help, storage of naloxone and administration of naloxone.
- Purchase naloxone from a licensed provider and keep a record of the purchase with other first aid equipment records.
- Train workers on how to administer naloxone.

Every employer has unique considerations when determining how to create a naloxone program at their workplace. State laws vary, and so does the language used in legislative materials. For detailed information on legal factors related to naloxone adoption in the workplace, reference [this document](#) for a state-by-state guide. Special thanks to Kent Strategic Advisors, LLC for their help in supplying this information.

Employers can make a difference. Providing access to naloxone in your workplace and, just as importantly, providing training to your employees on how to use naloxone will give every member of your workforce the skills and resources to save a life at work and in the community.



For more information on the Respond Ready Workplace program, visit nsc.org/respondready or please contact respondready@nsc.org

¹ "Naloxone" is one type of an opioid overdose reversal medication. It is the only type of medication approved for over-the-counter access at this time. "Opioid antagonists" and "opioid overdose reversal medications" are common terms referring to this category of drugs and are used interchangeably in this document.