

Substance Use Recovery and Workplace Safety Program



Frequently Asked Questions

How does an employer know if it's eligible to participate in this program?

Employers who are covered by the State Insurance Fund, current on BWC obligations and maintain active or reinstated coverage are eligible to participate. Employers can check their [account balance](#) and [coverage](#) status online.

Am I required to hire or employ someone in recovery to receive any of these services?

No, but BWC encourages employers to consider that, according to the National Safety Council, 75% of adults with a substance use disorder are in the workforce and that 1 in 12 workers have an untreated substance use disorder. One of the best recovery tools for addiction is a job.

Is an employer required to receive special training to work with people in recovery, or receive reimbursement for drug testing?

No, but BWC encourages participation in training to equip managers to lead employees in recovery.

Am I required to keep employees who fail drug tests?

No. Employers are not required to retain an employee who fails a drug test, though they are encouraged to work with the employee to get them assistance. The Drug-Free Safety Program's guidelines regarding termination upon a failed drug test, however, still apply to employers participating in that program.

How do I request reimbursement for services?

Please refer to the [Substance Use Recovery and Workplace Safety Program](#) page for instructions on how to request reimbursement.

Are there reimbursement caps for these services?

Yes. The maximum amount reimbursed is different for each service. Please refer to the [summary of reimbursable expenses](#).

Is participation in the Drug-Free Safety Program required?

No, but it's recommended.

Can an employer participating in the Drug-Free Safety Program use this program to get reimbursement for meeting requirements of the Drug-Free Safety Program?

Yes.



Bureau of Workers'
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