



Naloxone kits in the workplace: Decision Guide

Workplaces must have a Naloxone kit when the employer is aware, or ought reasonably to be aware, there may be a risk of a worker having an opioid overdose at work.

The Ontario Health and Safety Act does not require an employer to assess the risk of one of their workers having an opioid overdose in the workplace. However, an employer can take such action as a best practice.

If undertaking an assessment for workplace opioid overdoses as an optional best practice, consider:

Is there a potential for a worker to overdose at the workplace?

- A worker opioid overdose has already occurred in the workplace.
- A worker who uses opioids has voluntarily disclosed this risk to the employer.
- An employer has observed opioid use among workers in their workplace or discovered that opioid use is occurring in their workplace during a workplace investigation.
- An employer has found discarded opioid paraphernalia, such as used needles, in the workplace.
- Someone else in the workplace has brought this risk to the employer's attention.

YES

NO

This could indicate a risk of a worker having an opioid overdose in the workplace. However, there may be other factors to consider. Consult the criteria for when employers must provide Naloxone kits listed in the [Naloxone in the Workplace Guidance](#) on the Ontario government website.

Your workplace may not need a Naloxone kit on site under OHSA.

REFLECT FURTHER

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Is our workplace addressing the risks related to opioid harm? [Learn more](#) about how your workplace can support at risk workers.

Consider as an optional best practice if workers might value a deeper awareness of opioids and overdose response. The opioid crisis impacts many Canadians and workplaces can help to build [understanding and reduce stigma towards those affected](#).