



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.

REFLECT FURTHER

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

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

REFLECT FURTHER

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](#).