

# SPAN

## The Compassion Project

A campaign for compassion supporting all New York state nurses. A universal call to action for those with substance use disorder & their colleagues who care.

As the leading resource in New York State regarding substance use disorders experienced by individual nurses and the broader nursing profession, **SPAN** advocates for compassionate, **Recovery Ready Workplace** cultures hardwired with policies offering consistent pathways to recovery, treatment, mental health, and peer support. Current estimates show 15-20% of nurses use alcohol or substances in unhealthy ways. Deaths from accidental overdose and related suicide are preventable. Yet, nurses often delay, or decline help due to fear, shame, and guilt.

**The Compassion Project** voices a call to action; that every New York nurse knows the occupational risks of substance use in nursing, how to access confidential SPAN services, is supported early toward recovery, and the nursing workplace as well as the profession's culture is a source of recovery capital. Together, we can save lives and shift the paradigm toward prevention, earlier intervention & recovery. Here's how:

- Consult SPAN for confidential assistance with policy, curriculums & procedure development such as reasonable suspicion, diversion surveillance, & return to work.
- Complete a quick assessment: Is SPAN supporting your organization in these areas?
  - New Employee Orientation (in person or on-line)
  - Wellness literature/education/programs/events
  - Education Department & Events; grand rounds/ annual updates/ policies

- EAP & HR events, education, & policies
- QI events, processes
- Magnet & Joint Commission standards or preparation
- Occupational Health and Safety touchpoints: workplace injury/ prevention of opioid dependency/ overdose prevention/ pain/ergonomics/ violence
- Substance use intervention and post-incident debriefing support
- On-Site SPAN liaison, advocate, or peer programs
- SPAN information (helpline 1-800# & pamphlets/logo's etc.) embedded in high risk/high need areas: for example, on automated dispensing systems, ID badges, mobile stations, med cabinets, your website with links, conferences & events
- Use Free SPAN & campaign marketing materials to raise awareness
- Take the **PLEDGE** to "Lead with Compassion" – or "contact us" through our webpage and we will connect to get your individualized campaign started.
- Connect here with your **regional coordinator** or the **SPAN outreach coordinator** for help.

We look forward to breaking down stigma, promoting compassion, supporting all organizations, and all New York nurses! ■

*The SPAN Team*

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