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 Policy	2016	American Association of Nurse Anesthetists <i>Addressing Substance Use Disorder in Anesthesia Professionals</i>	www.AANA.com/AddressingSUD	<p>American Association of Nurse Anesthetists (AANA) position statement and policy guidelines offers recommendations on preventing drug diversion and substance use, identifying possible impairment, and promotes the well-being of employees and patients. Topics include:</p> <ul style="list-style-type: none"> • Responsibility to be fit for duty. • Awareness of risk factors. • Behaviors and symptoms of impairment and drug diversion. • Consequences of substance use disorder, drug diversion and impairment in the workplace. • Drug diversion prevention strategies. • Drug testing modalities (e.g., pre-employment, random, for-cause) to include testing for anesthesia drugs. • Safe reporting processes of impaired individuals through the appropriate chain of command. • Safe intervention for appropriate treatment evaluation. • Specific treatment considerations for anesthesia professionals. • Clarifies reporting obligations to authorities and/or licensing boards. • Criteria before consideration for reentry into practice. • Return to work contracts and monitoring plan.
 Website	Current	American Association of Nurse Anesthetists <i>Opioid Safety Resources</i>	www.aana.com/opioidsafety	Webpage provides an overview of opioids in the treatment of chronic pain, providing safe anesthesia care for patients with substance use disorder, breaking news among other resources.
 Website	Current	American Association of Nurse Anesthetists <i>Opioid Crisis Resources</i>	www.aana.com/opioidcrisis	Collection of resources includes current data on the opioid crisis, safely prescribing opioids, understanding substance use disorder, managing chronic pain, preventing workplace drug diversion, webinars, and AANA advocacy efforts.
 Website Online Course	Current	American Association of Nurse Anesthetists <i>AANA Learn Online Continuing Education</i>	www.AANALearn.com	<p>Online courses (AANA member and non-member rates) on substance use disorder and the opioid crisis.</p> <p>Wellness catalog offerings increase awareness of health care's occupational risk of substance use disorder, understanding of the disease, its impact, preventative strategies, and how to handle impairment situations. Education for identifying and mitigating stress and how to cope effectively and build a personal wellness</p>





				<p>plan.</p> <p>Related clinical topics courses include:</p> <ul style="list-style-type: none"> • The National Opioid Crisis: Your Practice, Your Responsibility • Answering the Call to Action: Addressing the Nation's Opioid Crisis • The Opioid Crisis: APRN Curricular Integration • Understanding the CDC Guideline for Prescribing Opioids for Chronic Pain and Other National Strategies
 Website	Current	American Association of Nurse Anesthetists <i>Peer Assistance</i>	www.AANAPeerAssistance.com	Homepage for AANA's peer assistance program for certified registered nurse anesthetist (CRNAs) and student nurse anesthetists.
 Directory	Current	American Association of Nurse Anesthetists <i>Peer Assistance Directory</i>	www.AANA.com/GettingHelp	Resource for CRNAs and student nurse anesthetists to find help for drugs/alcohol links to online directory by state of state peer advisors (SPAs), monitoring programs, and boards of nursing.
 Website	Current	American Association of Nurse Anesthetists <i>Substance Use Disorder</i>	www.AANA.com/SUD	Webpage describing science of substance use disorder and government and external organization resources.
 Website	Current	American Association of Nurse Anesthetists <i>Substance Use Disorder Workplace Resources</i>	www.AANA.com/SUDWorkplaceResources	Webpage providing tools and resources to help create or support a facility policy around substance use disorder and drug diversion prevention.
 Policy	2017	American Nurses Association <i>Non-punitive Treatment for Pregnant and Breast-feeding Women with Substance Use Disorders</i>	http://nursingworld.org/MainMenuCategories/EthicsStandards/Resources/Ethics-Position-Statements/Non-punitive-Alcohol-and-Drug-Treatment-for-Pregnant-and-Breast-feeding-Women-and-the-Exposed-Childr.pdf	Position statement, drafted by ANA's Ethics Advisory Board, which advocates for RNs to assist women with SUD to actively seek prenatal care and treatment for SUD, a treatable condition. It lists valuable recommendations, an extensive background, details the effects of criminalizing pregnant women with SUD, and includes multiple references. It includes a helpful section on FASD as well.
 Article/Book	2015	American Nurses Association <i>Code of Ethics for Nurses with Interpretive Statements</i>	http://www.nursesbooks.org/MainMenu/Ethics/Code-of-Ethics.aspx	This publication guides the nurse's ethical practice in the profession. It includes nine (9) provisions followed by interpretive statements which clarify and discuss the provisions in detail. The Code describes the ethical values, duties, and accountabilities of a nurse and is recognized as the non-negotiable ethical standard of the profession. Especially with SUD, the first six provisions






				<p>provide guidance:</p> <ol style="list-style-type: none"> 1. "The nurse practices with compassion and respect for the inherent dignity, worth, and unique attributes of every person." 2. "The nurse's primary commitment is to the patient..." 3. "The nurse promotes, advocates for, and protects the rights, health, and safety of the patient." 4. "The nurse...makes decisions and takes action consistent with the obligation to promote health and to provide optimal care." 5. "The nurse owes the same duties to self as to others..." 6. "The nurse ...establishes... the ethical environment of the work setting...that are conducive to safe, healthy care." <p>American Nurses Association (ANA). (2015). Code of ethics for nurses with interpretive statements. Silver Springs, MD: Author.</p>
 Article/Book	2013	<p>American Nurses Association & International Nurses Society on Addictions</p> <p><i>Addictions Nursing: Scope and Standards of Practice</i></p>	http://www.nursebooks.org/Main-Menu/Standards/AG/AddictionsNursing-ScopeStandardsPractice.aspx	<p>This publication provides sixteen (16) standards to guide addictions nursing practice. It employs a holistic approach to addictions nursing. These competencies are based on the nursing process including assessment, diagnosis, outcomes identification, planning, implementation and evaluation. Additional standards assist addiction registered nurses with ethics, education, evidence-based practice and research, resource utilization, and several other vital components of practice.</p> <p>American Nurses Association (ANA), & International Nurses Society on Addictions (IntNSA) (2013). <i>Addictions nursing: scope and standards of practice</i>. Silver Spring, MD: Nursesbooks.org.</p>
 Web page  Policy	Adopted 2011	<p>American Society of Addiction Medicine</p> <p><i>Public Policy Statement: Definition of Addiction</i></p>	http://www.asam.org/quality-practice/definition-of-addiction	<p>ASAM's definition of addiction includes:</p> <ol style="list-style-type: none"> a. Short definition b. Long definition c. Website for healthcare professionals d. Signs and symptoms of addiction e. Risks and complications f. In-depth footnotes
 Article/Book	2017	<p>American Society of Interventional Pain Physicians- See column 5 for individual</p>	<p>Part 1: http://www.painphysicianjournal.com/current/pdf?article=NDlwMw%3D%3 </p>	<p>Part 1 addresses the breadth and scope of the opioid issue including defining key terms, malpractice issues, prolific drugs, costs of abuse both financial and social, risk factors, morbidity and mortality</p>





		<p>authors</p> <p><i>Prescription Opioid Abuse in Chronic Pain: An Updated Review of Opioid Abuse Predictors and Strategies to Curb Abuse (Part 1)</i></p> <p><i>Prescription Opioid Abuse in Chronic Pain: An Updated Review of Opioid Abuse Predictors and Strategies to Curb Opioid Abuse (Part 2)</i></p>	<p>D&journal=103</p> <p>Part 2: http://www.painphysicianjournal.com/current/pdf?article=NDlwNA%3D%3D&journal=103</p>	<p>statistics, commonalities and demographics, and causes of dependence, including genetics. Part 1 gives a concise and clear summary of current opioid abuse.</p> <p>Kaye, A. D., Jones, M. R., Kaye, A. M., Ripoll, J. G., Galan, V., Beakley, B. D., Calixto, F., Bolden, J. L., Urman, R. D., & Manchikanti, L. (2017). Prescription Opioid Abuse in Chronic Pain: An Updated Review of Opioid Abuse Predictors and Strategies to Curb Opioid Abuse: Part 1. <i>Pain Physician</i>, 20(2S), S93-S109.</p> <p>Part 2 addresses screening patients for opioid abuse and misuse potential, as well as monitoring of patients for abuse/misuse and monitoring of prescribers themselves to examine their own prescription practices. Prescription drug monitoring programs and opioid treatment agreements are examined. Most importantly, multiple methods to prevent and mitigate drug abuse and diversion are discussed.</p> <p>Kaye, A. D., Jones, M. R., Kaye, A. M., Ripoll, J. G., Jones, D. E., Galan, V., Beakley, B. D., Calixto, F., Bolden, J. L., Urman, R. D., & Manchikanti, L. (2017). Prescription Opioid Abuse in Chronic Pain: An Updated Review of Opioid Abuse Predictors and Strategies to Curb Opioid Abuse (Part 2). <i>Pain Physician</i>, 20(2S), S111-S133.</p>
Reports	2016	<p>Botticelli, M. P.</p> <p><i>Attacking America's Epidemic of Heroin and Prescription Drug Abuse</i></p>	<p>https://www.judiciary.senate.gov/imo/media/doc/01-27-16%20Botticelli%20Testimony.pdf</p>	<p>This is the Director of National Drug Control Policy Botticelli's statement to the Committee on the Judiciary, United States Senate on the Federal response to the issue of heroin and prescription drug abuse. He provides background and current work of the Office of National Drug Control Policy (ONDCP). He addresses opioid use trends and sequela: overdose deaths, newborn and fetal complications where the mother was abusing opioids and heroin, heroin and fentanyl use increases, and blood-borne infections from shared needle use. Mexico is mentioned as a primary supplier to the US for heroin. Then former President Obama's administration's response is given. This includes the 2011 Prescription Drug Abuse Prevention Plan: better education, more drug monitoring programs, safer drug disposal, and decreasing the practice of "pill mills" and "doctor shopping". Botticelli concludes with an update on progress made under the Plan, as well as the increased funding to improve access to naloxone and enhanced efforts to prevent illegal drugs from entering the country.</p>




				Botticelli, M. P. (2016). Statement to the Committee on the Judiciary, United States Senate. <i>Attacking America's Epidemic of Heroin and Prescription Drug Abuse</i> . Accessed 3/15/17 at https://www.judiciary.senate.gov/imo/media/doc/01-27-16%20Botticelli%20Testimony.pdf .
 Website	2016	Centers for Disease Control and Prevention <i>CDC Guideline for Prescribing Opioids for Chronic Pain</i>	https://www.cdc.gov/drugoverdose/prescribing/guideline.html	Centers for Disease Control and Prevention recommendations for primary care clinicians who are prescribing opioids for chronic pain excluding that of active cancer treatment and palliative/hospice care.
 Website	2016; Current	Centers for Disease Control and Prevention <i>CDC Opioid Guideline Mobile App</i>	https://www.cdc.gov/drugoverdose/prescribing/app.html	CDC's free downloadable app allows health care providers access to guidance and recommendations on prescribing opioids for chronic pain.
 Website	2016	Centers for Medicare & Medicaid Services Outreach and Education Department of Health and Human Services Centers for Medicare & Medicaid Services <i>Medicaid Program Integrity: What is a Prescriber's Role in Preventing the Diversion of Prescription Drugs?</i>	https://www.cms.gov/Outreach-and-Education/Medicare-Learning-Network-MLN/MLNProducts/MLN-Publications-Items/ICN901010.html	This website describes the provider's role in preventing the diversion of prescription drugs. This website defines drug diversion and discusses the common types of drug diversion. It also discusses which drug classes have the highest potential for drug diversion and abuse. Helpful tips are provided to help providers decrease drug diversion.
 Article/Book	2014	Crowley, K., & Morgan, C. <i>Re/entry: A guide for nurses dealing with substance use disorder</i>	www.nursingknowledge.org/re-entry-a-guide-for-nurses-dealing-with-substance-use-disorder.html	Book offers direction, not only to the nurse who struggles with addiction but to family members, employers, colleagues, and managers by providing valuable knowledge about the disease of addiction and insight into coexisting mental and emotional challenges. A combination of current research and real life stories offers hope and healing in addition to education and direction.
 Article/Book	2009	Dupont, R., McLellan, A., White, W., Merlo, L., & Gold, M. <i>Setting the Standard for Recovery: Physicians' Health Programs</i>	Journal of Substance Abuse Treatment	This article examined the use of Physicians' Health Programs (PHPs) for a minimum of 5 years. This was a retrospective study. The purpose of the PHPs was to provide care management. PHPs are not addiction treatment programs. DuPont, R. L., McLellan, A. T., White, W. L., Merlo, L. J., & Gold, M. S. (2009). Setting the standard for recovery: Physicians' health programs. <i>Journal of</i>

				<i>Substance Abuse Treatment, 36, 159-171.</i>
★ Education	n.d.	Harvard Medical School Global Academy <i>The Harvard Medical School Global Academy Opioid Use Disorder Education Program</i>	http://direct.externaled.hms.harvard.edu/hga/oudep/overview	This education opportunity, offered to healthcare professionals at no cost, focuses on identifying and treating opioid use disorder. This educational program is offered in three courses: Understanding Addiction; Identification, Counseling, and Treatment of Opioid Use Disorder (OUD); and Collaborative Care Approaches for the Management of OUD.
📖 Article/Book	2015	International Nurses Society on Addictions <i>Core Curriculum of Addictions Nursing (3rd edition)</i>	N/A	<ul style="list-style-type: none"> • A guide for nurses of all practice areas, to develop and expand knowledge of addictions and clinical skills • Presented in outline form • A core study guide for those planning on becoming a Certified Addictions Registered Nurse (CARN) or Certified Addictions Registered Nurse-Advanced Practice (CARN-AP) <p>International Nurses Society on Addictions. (2015). <i>Core Curriculum of Addictions Nursing</i> (3rd edition). A. Rundio & W.J. Lorman (Eds). Philadelphia, PA: Wolters Kluwer.</p>
📖 Article/Book	2015	Kunyk, D. <i>Substance Use Disorder among Registered Nurses: Prevalence, Risks and Perceptions in a Disciplinary Jurisdiction</i>	Journal of Nursing Management	<p>This research article explores the “relationship between discipline and mitigation of substance-related risks to patient safety and nurse health” (Kunyk, 2015). The study consisted of an internet survey of registered nurses and nurse practitioners.</p> <p>Kunyk, D., (2015): Substance use disorders among registered nurses: prevalence, risks and perceptions in a disciplinary jurisdiction. <i>Journal of Nursing Management, 23, 54-64.</i></p>
📖 Article/Book MHarkreader *?	2007	Maher-Brisen, P. <i>Addiction: An Occupational Hazard in Nursing</i>	http://journals.lww.com/ajnonline/Fulltext/2007/08000/Addiction_An_Occupational_Hazard_in_Nursing.36.aspx	<p>This brief article summarized the risk factors in nursing, including high levels of stress and ease of access to controlled substances, while examining specific nursing specialties such as emergency departments as high risk areas to practice. Common factors that were often present in many addicted female nurses were discussed as well as the lack of education in nursing schools and continuing education regarding the disease concept of addiction which could then lead to stereotypes and stigma. The article emphasized the importance of educating nurse managers and administrators that this is a treatable disorder which can result in recovery and safe practice. Discussed resources, i.e. state monitoring alternative-to-discipline programs.</p> <p>Maher-Brisen, P. (2007). <i>Addiction: An Occupational Hazard in Nursing. American Journal of Nursing, 107(8), 78-9.</i></p>
📖 Article/Book	2000	McLellan, A. T., Lewis, C., O'Brien, C. P., & Kleber, H.	N/A	This article is a literature review exploring the concept that drug dependence is a chronic medical illness, as noted through

		<i>Drug dependence, a chronic medical illness: Implications for treatment, insurance, and outcomes evaluation</i>		diagnoses, genetic predispositions, etiology, pathophysiology, and its response to treatments. McLellan, A. T., Lewis, C., O'Brien, C. P., & Kleber, H. (2000). Drug dependence, a chronic medical illness: Implications for treatment, insurance, and outcomes evaluation. <i>Journal of the American Medical Association</i> , 284(13), 1689-1695.
 Article/Book	2008	McLellan, A. T., Skipper, G. S., Campbell, M. & Dupont, R. L. <i>Five year outcomes in a cohort study of physicians treated for substance use disorders in the United States</i>	N/A	<ul style="list-style-type: none"> • Five year longitudinal study to evaluate the effectiveness of US state physician health programs in treating physicians with substance use disorders • About three quarters of US physicians with substance use disorders managed in a subset of physician health programs had favorable outcomes at five years McLellan, A. T., Skipper, G. S., Campbell, M. & Dupont, R. L. (2008). Five year outcomes in a cohort study of physicians treated for substance use disorders in the United States. <i>British Journal of Medicine</i> , 337,
 CD/DVD/Video	2015	Michigan Media, Health System, University of Michigan. <i>Drug Diversion</i>	https://vimeo.com/135620252	This short video clip (3.36 minutes) has nurses in recovery from SUD speak about the issue. They talk about how their SUD began, the interventions they received and most importantly, how their lives have been transformed by addressing the issue head on. The video also give important facts and statistics on SUD. The main message is for all of us to speak up about SUD- do not remain silent. By bringing attention to the issue, we preserve safe patient care as well as the health and safety of the affected health care professional. Michigan Media. (2015). Drug Diversion. https://vimeo.com/135620252
 Article	2009	Monroe, T. <i>Addressing substance abuse among nursing students: Development of a prototype alternative-to-dismissal policy</i>	Monroe, T. (2009). Addressing substance abuse among nursing students: Development of a prototype alternative-to-dismissal policy. <i>Journal of Nursing Education</i> , 48(5), 272-278.	This article explores the development of an alternative-to-dismissal policy for students with substance use conditions at the University of Memphis School of Nursing. The policy was based on the American Association of Colleges of Nursing's Policy and Guidelines for Prevention and Management of Substance Abuse in the Nursing Education Community. Monroe, T. (2009). Addressing substance abuse among nursing students: Development of a prototype alternative-to-dismissal policy. <i>Journal of Nursing Education</i> , 48(5), 272-278.
 Article	2015	Nair, J. M., Nemeth, L. S., Sommers, M., and Newman, S.	Nair, J. M., Nemeth, L. S., Sommers, M., and Newman, S. (2015). Substance abuse policy among nursing students. <i>Journal of Addictions Nursing</i> , 26(4), 166-174.	This article explores current professional and state policies regarding substance abuse among American nursing students. The goal is to determine the current efficacy and if there are

		<i>Substance abuse policy among nursing students</i>		<p>inconsistencies in these policies. This will serve to guide future research and policy development.</p> <p>Nair, J. M., Nemeth, L. S., Sommers, M., and Newman, S. (2015). Substance abuse policy among nursing students. <i>Journal of Addictions Nursing</i>, 26(4), 166-174.</p>
 Article	2015	<p>Nair, J. M., Nemeth, L. S., Williams, P. H., Newman, S. D., and Sommers, M. S.</p> <p><i>Alcohol misuse among nursing students</i></p>	http://www.nursingcenter.com/Handlers/articleContent.pdf?key=pdf_00060867-201504000-00004	<p>This descriptive scoping study reviews and discusses current literature regarding substance abuse among nursing students. It examines what next steps should be taken regarding research on this subject. The substance mainly examined was alcohol use.</p> <p>Nair, J. M., Nemeth, L. S., Williams, P. H., Newman, S. D., and Sommers, M. S. (2015). Alcohol misuse among nursing students. <i>Journal of Addictions Nursing</i>, 26(2), 71-80.</p>
 Article/Book  Handouts	2011	<p>National Council of State Boards of Nursing</p> <p><i>SUBSTANCE USE DISORDER IN NURSING: A Resource Manual and Guidelines for Alternative and Disciplinary Monitoring Programs</i></p>	www.ncsbn.org/SUDN_11.pdf	<p>National Council of State Boards of Nursing's comprehensive resource guide provides evidence-based guidelines for evaluating, treating and managing nurses with substance use disorder. It provides:</p> <ul style="list-style-type: none"> • A synthesis of current research and knowledge about SUD in nursing. • Information on prevention, detection and intervention • Material to assist in alternative to discipline program development. • Guidelines to assist regulatory boards in evaluating alternative to discipline programs. • Examples of model contracts, forms and reports.
 Directory	N.D.	<p>National Council of State Boards of Nursing</p> <p><i>Alternative to Discipline Programs for Substance Use Disorder</i></p>	https://www.ncsbn.org/alternative-to-discipline.htm	<p>National Council of State Boards of Nursing's portal allows nurses to locate alternative to discipline programs for SUD by state.</p>
 Website Online Course		<p>National Council of State Boards of Nursing</p> <p><i>Nurse Manager Guidelines for Substance Use Disorder</i></p>	https://www.ncsbn.org/5128.htm	<p>Free professional development online course (3.0 CE) from National Council of State Boards of Nursing's to educate nurse managers about their role and responsibilities in dealing with SUD in the workplace. The online course offers specific interventions to help create a healthier work environment. Content includes:</p> <ul style="list-style-type: none"> • Strategies managers can use to educate staff about SUD, help change attitudes about SUD and reduce risk for SUD by reducing workplace stressors

				<ul style="list-style-type: none"> • Course of action when a nurse is suspected of drug diversion • Nurse manager's role in an intervention. • Nurse manager's responsibility when a nurse returns to work after treatment for SUD. <p>Course also includes a supplemental assignment workbook, videos and links to outside resources.</p>
 Website		National Council of State Boards of Nursing <i>National Council of State Boards of Nursing</i>	http://www.ncsbn.org For SUD resources: https://www.ncsbn.org/substance-use-disorder.htm	The National Council of State Boards of Nursing is a comprehensive resource site. The site provides a video addressing the issue of substance use disorder in nursing and additional publications, including, <i>Substance Use Disorder in Nursing Resource Manual and Guidelines</i> . The site also provides links to journal articles, and posters. You will also find a link to <i>A Nurse Manager Guidelines for Substance Use Disorder</i> . Several of the links provide free contact hours.
 Website Online Course	2016	National Council of State Boards of Nursing <i>Understanding SUD in Nursing</i>	https://www.ncsbn.org/5127.htm	Free professional development online course (4.0 CE) developed by National Council of State Boards of Nursing to raise awareness of the issues surrounding substance use in nurses. Content includes: <ul style="list-style-type: none"> • Information about SUD and addiction • Common signs and behaviors of SUD • Comparison between disciplinary process and alternative to discipline programs • Issues related to treatment, recovery, monitoring and return to work for nurses with SUD <p>Course also includes a supplemental assignment workbook, videos and links to outside resources.</p>
 Handouts	2011	Office of National Drug Control Policy (ONDCP), US Executive Office of the President of the United States <i>Epidemic: Responding to America's Prescription Drug Abuse Crisis</i>	https://obamawhitehouse.archives.gov/sites/default/files/ondcp/policy-and-research/rx_abuse_plan.pdf	Office of National Drug Control Policy (ONDCP), US Executive Office of the President of the United States. (2011). <i>Epidemic: Responding to America's prescription drug abuse crisis</i> . Rockville, MD: Author. Accessed 3/16/17 from https://obamawhitehouse.archives.gov/sites/default/files/ondcp/policy-and-research/rx_abuse_plan.pdf
 Article/Book	2017	Ruby, R. <i>Iowa Board of Nursing Offers New Alternative to Discipline Program</i>	http://www.nursingald.com/uploads/publication/pdf/1453/Iowa_Board_of_Nursing_2_17_WEB.pdf	The Iowa Board of Nursing announced their new Alternative to Discipline Program for nurses who are impaired in their Feb/March/April issue of the Iowa BON newsletter. The Iowa Nurse Assistance Program (INAP) is for nurses with substance use disorder or impaired mental or physical status. The program is voluntary and confidential. INAP provides consultation when an impaired nurse enters the program along with early intervention, treatment, and

				ongoing monitoring. Ruby, R. (2017). Iowa Board of Nursing offers new alternative to discipline program <i>Iowa Board of Nursing Newsletter</i> , 36(1), 1-4.
 Website	Updated 1/5/17	Substance Abuse and Mental Health Services Administration <i>Drug-free workplace programs</i>	http://www.samhsa.gov/workplace	Substance Abuse and Mental Health Services Administration resources for facilities to build a drug-free workplace program.
 Website	2017	The American Association of Nurse Attorneys	http://www.taana.org/	Non-profit association dedicated to legal issues pertaining to the business of health care.
 Website	2016	U.S. Department of Health and Human Services (HHS), Office of the Surgeon General <i>Facing Addiction in America: The Surgeon General's Report on Alcohol, Drugs, and Health; U.S. Surgeon General</i>	https://addiction.surgeongeneral.gov	In-depth and timely report reviews what we know about substance use disorder, the neurobiology, and current data and how to utilize this knowledge to address substance misuse and related consequences. Topic areas include prevention, treatment, recovery, health care systems, and a hopeful vision for the future. U.S. Department of Health and Human Services (HHS), Office of the Surgeon General, <i>Facing Addiction in America: The Surgeon General's Report on Alcohol, Drugs, and Health</i> . Washington, DC: HHS, November 2016.

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