

Ohio BWC launches new SUPR program

The Ohio Bureau of Workers' Compensation (BWC) is making changes to enhance its efforts in addressing substance abuse among the state's workforce. The new program, known as the Substance Use Prevention and Recovery Program (SUPR), combines the Drug-Free Safety Program (DFSP), DFSP Safety Grants and the Substance Use Recovery and Workplace Safety Program. This single program helps to address workplace misuse of alcohol and other drugs. The goal is to help state-fund employers prevent work-related injuries and illnesses by combining drug free efforts into an employer's safety program.

The changes to the program took effect for private employers on July 1, 2025 and will take effect for public employers on January 1st, 2026.

Some highlights of the changes include:

- Most program participants will automatically be eligible for reimbursement grants.
- Expenses eligible for reimbursement have been expanded to include substance use assessments for employers with "second chance" policies.
- Enrollment has moved to year-round with the ability to earn a pro rata bonus.
- The requirement to file the Safety Management Self-Assessment (SH-26) has been eliminated.
- The requirement to file the Safety Action Plan (DFSP-5) has been eliminated.
- The requirement to file the online Accident Report (DFSP-1) will be required for lost-time claims only.
- An online portal is being developed to report on program requirement completion and request reimbursement of activities in one place.

As with many BWC programs, employers must meet certain eligibility requirements. To participate in SUPR, employers must:

- Be current on all BWC premium payments.
- Be in an "active" policy status (not lapsed or inactive).
- Have reported actual payroll and paid any premiums due for the previous year.
- Have no more than 40 days of lapsed workers' compensation coverage in the last 12 months (Advanced and Basic Levels).

Employers electing to participate in the program have four program levels to choose from:

- **Advanced** – 7% bonus on premium payments.
- **Basic** – 4% bonus on premium payments.
- **Comparable** – Allows employers to be included on the list of approved state construction contractors.
- **SUPR Reimbursement only** – Eligible employers can request reimbursement of up to \$5,000 for costs associated with developing or reviewing a drug-free workplace policy, employee and supervisor training, drug and alcohol testing and substance use assessments.

Program requirements vary by level of participation, so employers will need to provide the requirements as outlined by the BWC based on the participation level they select. Program Requirements include:

- Written policy
- Employee education
- Supervisor training
- Drug and alcohol testing
- Annual report
- Employee assistance
- Accident analysis
- Online accident reporting

As an example, if you choose to participate in the Basic, you will only be required to complete specific program requirements. However, if you choose Advanced you will need to complete Basic requirements in addition to other requirements.

If you would like to learn more about the changes to the program, go to [Substance Use Prevention and Recovery Program](#) or if you would like to enroll in the (SUPR) Program go to [Substance Use Prevention and Recovery \(SUPR\) Program](#).

This is just one of the great opportunities the state of Ohio offers for employers, but there are other grant programs designed to help employers reduce injuries and illnesses in the workplace, as well. Click on the link to go to the [BWC's Safety Grant Programs](#).

If you would like to know more about Sedgwick's safety services or would like to schedule a confidential consultation, please contact Andy Sawan at andrew.sawan@sedgwick.com or 330.819.4728.