



Building Your Recovery Friendly Workplace Culture



Ideas on next steps

Informing Next Steps

- Gather **additional data** to inform next steps (e.g., cultural assessment, HR metrics, focus groups, and anonymous employee surveys); can also be used to help capture baseline and then measure impact
- Establish a **recovery/wellness committee** that includes people in recovery and those with indirect lived experience
- Participate in **quarterly check-ins** with RFA and review goals, progress, and anything you may need

Training and Resources

- Complete **RFW Foundations** training (for management/HR/leadership) and provide RFW training to employees
- Share **Accessing Resources in NH** flyer with staff and other information on/from recovery-related resources (e.g., 211 NH, The Doorway NH, 988, PHNs, and RCOs)
- Train on and provide easy access to **naloxone**, especially through Naloxboxes and/or onsite Narcan
- Host onsite **support group meetings** and/or allow employees to attend recovery meetings during the workday
- Train interested employees as **peer resource champions** (please see Advisor for additional guidance here)

Policies/Processes, Benefits, and Culture

- Share **internal processes** so people know what to do, who to go to, and what supports are available if substance/recovery-related matters arise
- Evaluate current leave of absence **policies, return to work agreements, and benefits/culture** as relate to supporting recovery and modify/create to further support recovery (e.g., Return-to Work-agreements, having non-alcoholic options at events; some additional ideas here: bit.ly/NSCWorkplaceWellbeing)
- Regularly communicate **workplace benefits/policies** available to staff to support their recovery

Community Involvement

- Build **relationships** with local recovery resources (e.g., volunteering or attending/hosting an event)
- Share **recovery resources** with the community (see above for examples; additionally, could provide access to naloxone and/or hang posters for Drug Takeback Day)
- **Communicate publicly** that you are an RFW (e.g., add declaration/RFW logo to website, email signature, and/or job listings)
- **Mentor and learn from** other RFWs (e.g., sit on/attend an RFW panel, host an event, or meet 1:1)



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