

Governor Sununu's Recovery Friendly Workplace (RFW) initiative empowers workplaces to support employees who are impacted by substance use disorder (SUD), helping them create a stronger, healthier, more productive workforce in the process.

Recovery Friendly Workplaces are:

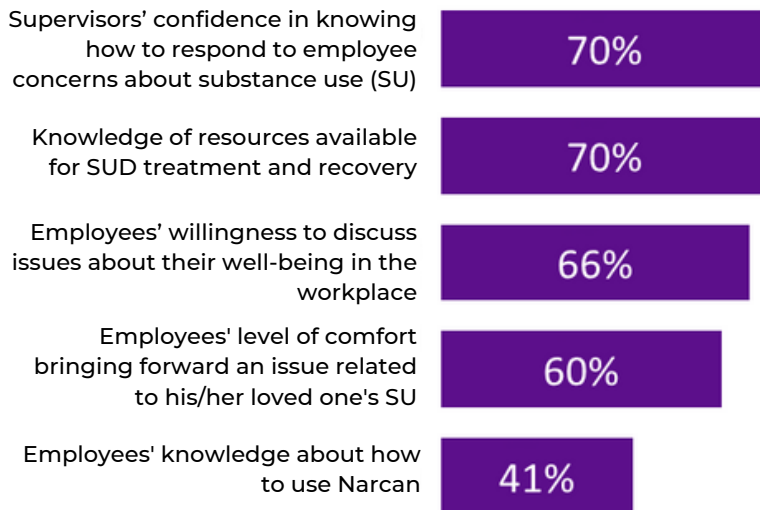
Good for
Employees

AND

Good for
Business

Workplaces reported the following had INCREASED as a result of participating in RFW:¹

% of respondents who indicated an INCREASE



% of respondents who indicated an INCREASE



Workplaces reported engaging in the initiative in a variety of meaningful ways:

- **88.2%** made a written Declaration to employees stating their participation in the initiative and commitment to RFW principles
- **85.5%** received an RFW Designation from Governor Sununu
- **55.3%** participated in a Community-Based Prevention or Recovery activity
- **42.7%** developed an RFW Committee or incorporated an RFW focus into an existing health, wellness, or safety committee



¹ These results come from an all-RFW workplace survey that was administered to RFW points of contact in March of 2022 (n = 76). Recruitment/retention/productivity statistic comes from a composite variable ; additional methodological notes and analysis in full-survey report.

RFW is administered in partnership with the State of NH by



Granite United Way

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RFWs are also changing their policies to better support those impacted by SUD, which research shows will help employers recruit and retain a healthier, more productive, and more motivated workforce.

38.4%

of RFWs surveyed indicated that as a result of becoming an RFW, they've made changes to their Alcohol, Tobacco, and Other Drug policies to better support those impacted by SUD (for example, through leave of absence and/or return to work agreements).

Businesses were asked, What are the most meaningful ways that your workplace has changed since becoming a Recovery Friendly Workplace?

Here are a few of their responses:



"Policies have become more supportive in nature... There is more flexibility within the policies to work with people on a case-by-case basis, as individual needs can widely vary."

-RFW Employer

"Employees know we care."

-RFW Employer

"We are attracting employees who we would not have had the opportunity to attract before. We are keeping employees who we would have had to terminate before without giving them a chance to get in and stay in recovery. Many wonderful stories have come forward from people in recovery."

-RFW Employer

"Learning and understanding how to deal positively and proactively with staff members in need of assistance with substance use matters"

-RFW Employer

"(1) Reduction of stigma, (2) Increased compassion for coworkers, [and] (3) Increased respect for management/company."

-RFW Employer

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² Akanbi, M. O., Iroz, C. B., O'Dwyer, L. C., Rivera, A. S., & McHugh, M. C. (2020). A systematic review of the effectiveness of employer-led interventions for drug misuse. *Journal of Occupational Health, 62*(1), e12133.

de Oliveira, C., Cho, E., Kavelaars, R., Jamieson, M., Bao, B., & Rehm, J. (2020). Economic analyses of mental health and substance use interventions in the workplace: a systematic literature review and narrative synthesis. *The Lancet Psychiatry, 7*(10), 893-910.

