



2024-2025

Recovery Friendly Workplace Participant Survey

The Recovery Friendly Workplace (RFW) initiative educates and empowers workplaces to create welcoming and safe environments for individuals impacted by substance use disorder. Developed in partnership with the Behavioral Health Improvement Institute at Keene State College, this report captures how designated businesses across New Hampshire are implementing Recovery Friendly practices and fostering supportive workplace cultures.

Businesses engaged in a wide range of Recovery Friendly Workplace (RFW) activities*

Required Activities

Provided substance use disorder training	76%
Connected with local recovery resource (i.e. Recovery Community Organization and/or Public Health Network)	78%
Reviewed alcohol, tobacco, and other drug policy training	82%
Disseminated RFW declaration	98%
Provided educational materials to staff	98%

Optional Activities

Engaged in another culture-enhancing activity	24%
Established an RFW-focused committee	38%
Developed or implemented at least one new support policy**	71%
Participated in a community-based activity	81%

And their participation paid off

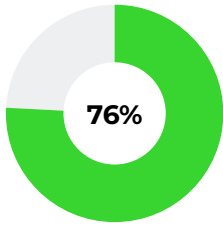
95% of respondents** reported that their engagement with RFW has helped them feel better equipped to respond to employee concerns about substance use.

95%

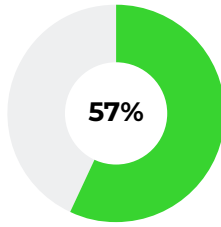




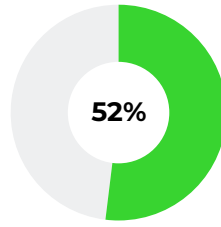
Many reported indicators of a supportive workplace culture**



Had **at least one employee** disclose a mental health or substance use concern



Helped **at least one employee** connect to treatment or recovery support



Witnessed a **greater willingness** to hire people in recovery

“ [We] get to give back; it’s the right thing to do, AND it’s good for [our] business. ”

Dana Lariviere, Founder & CEO, Chameleon Group

Some of the most helpful RFW supports workplaces named included***



Implementation support

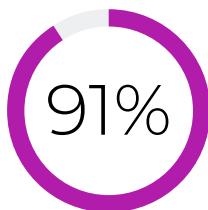


Trainings



Resources

Additionally,



reported **positive change** due to becoming an RFW****

The most frequently cited changes:

- **Enhanced** support for employees
- **Increased** connections to resources
- **Created/enhanced** training opportunities
- **Improved** trust



This publication was financed under a contract with the State of New Hampshire, Department of Health and Human Services. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by CDC/HHS, or the U.S. Government.

Data in this report come from designation renewals that were completed with points of contact at designated Recovery Friendly Workplaces (RFWs) between April 2024 and March 2025. In February 2025, RFW updated their renewal form to capture additional outcome-related information. The results in this report represent old and new designation renewal data (n=45) or only new designation renewal data (n=21).

*n=45 **n=21 ***n=19 ****n=45

