

RECOVERY FRIENDLY WORKPLACES: EVERYONE WINS

Recovery-friendly workplaces support their communities by recognizing recovery from substance use disorder (SUD) as a strength, and by being willing to work intentionally with people in recovery. These workplaces encourage a healthy and safe environment where employers, employees and communities can collaborate to create positive change and eliminate barriers for those affected by addiction.

RECOVERY

Recovery begins when a person regains control over their opioid use disorder (OUD) or SUD and begins to live a healthy, productive life. It is important to remember that:

Recovery is a personal journey, just as unique as individual SUDs. One person's recovery may differ dramatically from another's recovery.

Relapse is often a natural part of recovery. Recovering from an OUD or SUD may include making significant lifestyle changes that can be difficult to maintain. People with SUDs may relapse one or more times before recovery becomes long term.

One component of a successful recovery is gainful employment. Being employed offers the opportunity to make progress toward realization of goals, improved family and social relationships, rebuilt financial stability, restoration of self-confidence, and a contribution to society among many other benefits.

THE ROLE EMPLOYERS CAN PLAY

Employers play an important role in helping employees in recovery by embracing people with SUDs. Doing so prevents feelings of stigma and isolation, and greatly improves employees' chances of recovery. A supportive workplace environment can also help prevent relapse.

Employees who are in recovery have equal or lower health care costs, absenteeism and job turnover compared to employees who never report an SUD.² Employers who help employees complete treatment are likely to see a high return on investment when working with employees throughout treatment to achieve recovery. Supporting employees in recovery creates clear reasons and culture for job satisfaction and loyalty in the workforce.

People in recovery often have a high degree of self-awareness, resilience, compassion, dedication and understanding. These skills and behaviors should be valued by employers due to the positive impacts the employee can have on team, company and culture.