



# RECOVERY FRIENDLY WORKPLACE

## MISSOURI

A Recovery Friendly Workplace (RFW) fosters a workplace culture that promotes employee safety, health, and well-being. It reduces stigma and provides training and resources related to the challenges surrounding substance use disorders.

## OVERVIEW

### Background

- It is estimated that addiction (opioid and substance use disorder) costs Missouri \$34.5 million every day, and \$12.6 billion in a year (MHA, 2016). Costs associated with overdose deaths accounted for 96 percent of the total economic burden of opioid use disorder. In 2018, more than three Missourians lost their lives to an opioid overdose each day (DHSS, 2018)
- Prevention, treatment, and recovery supports and services save lives and save resources
- Launched in 2020, Missouri's Recovery Friendly Workplace initiative addresses stigma and empowers workplaces to provide support for employees in recovery and those impacted by substance use disorders (SUD)

### Benefits of Participaton

- **GET CONNECTED** to substance misuse and behavioral health information, resources, trainings, and services to meet the needs of businesses and organizations of all sizes and levels of readiness
- **RECEIVE SUPPORT** and technical assistance with additional, customized workplace training, or education related resources
- **RETAIN** a healthier, more productive, and more motivated workforce through the delivery of evidence-based health and safety programs, policies, and practices
- **RECEIVE DESIGNATION** as a Recovery Friendly Workplace. By joining this initiative, you will send a strong message to current and potential employees about the positive culture of your workplace

### Learn More

- **VISIT [RECOVERYFRIENDLYMO.COM](http://RECOVERYFRIENDLYMO.COM)** to learn more about becoming a Recovery Friendly Workplace. Submit a Letter of Intent to get started and check back frequently for the latest resources and training to support your workplace



## ENGAGEMENT FLOWCHART



### **Phase 1: Letter of Intent**

Businesses and organizations interested in becoming a Recovery Friendly Workplace will submit the letter of intent form on the RFW website to express interest in learning more about the initiative and designation process

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### **Phase 2: Orientation**

Work with a Recovery Friendly Advisor to assess business needs and receive Recovery Friendly Workplace orientation

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### **Phase 3: Designation**

Complete Initial Required Components of Checklist. Receive designation as a Recovery Friendly Workplace

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### **Phase 4: Implementation**

Receive continued access to education, training and technical assistance



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A Recovery Friendly Workplace (RFW) provides assistance to employers to foster a workplace culture that promotes employee safety, health, and well-being. It reduces stigma and provides training and resources related to the challenges surrounding substance use disorders.

## RFW DESIGNATION CHECKLIST

### Steps to Becoming Designated as an RFW

- ☐ **Letter of Intent:** Submit the letter of intent form on the RFW website
- ☐ **Orientation:** Ensure senior management and HR personnel receive official RFW orientation
- ☐ **Declaration:** Make a written declaration to employees stating the workplace's commitment to RFW principles and participation in this initiative  

SAMPLE: "(Organization name) is committed to creating a healthy, safe, and stigma-free work environment through our participation in the Recovery Friendly Workplace (RFW) Missouri Initiative. A Recovery Friendly Workplace fosters a workplace culture that promotes employee safety, health, and well-being, including reducing stigma and providing recovery resources related to the challenges surrounding substance use disorders. In order to achieve a high level of employee health, safety, and productivity, we invite and encourage all employees to reach out for help and support"
- ☐ **Online Training:** Ensure management team/employees receive initial RFW training/education
- ☐ **Receive RFW Designation:** Receive an RFW designation from the RFW Initiative

### Sustaining RFW Designation

(to be completed within one year of the RFW designation and thereafter)

- ☐ **Provide information and resources** to promote health, well-being, and recovery for those within your organization and community
- ☐ **Establish connections** with local recovery support organizations as a resource for employees and their families
- ☐ **Ensure management team and employees** receive Recovery Friendly Workplace training upon hire and annually thereafter
- ☐ Complete and submit an **annual RFW checklist** to your RFW contact

### Taking Your RFW Designation to the Next Level

- ☐ **Develop an RFW Task Force** or incorporate an RFW focus into an existing health, safety, or wellness committee
- ☐ **Participate** in an annual community-based or recovery-focused activity
- ☐ Work to **determine additional customized** workplace policies and/or training needs



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A Recovery Friendly Workplace (RFW) creates a culture in the workplace where employers promote employee safety, health, and well-being by reducing stigma and providing training and resources related to the challenges surrounding substance use disorders.

## FREQUENTLY ASKED QUESTIONS (FAQS)

### What is a Recovery Friendly Workplace?

A Recovery Friendly Workplace (RFW) is a business that chooses to go above and beyond for its employees by creating a workplace culture that supports people in recovery from substance use disorder (SUD), as well as those impacted by substance misuse.

### How much does it cost to become a Recovery Friendly Workplace?

There is no cost for a business or organization to become a designated RFW. The resources and assistance are provided at no-cost and are funded through the Rural Opioids Technical Assistance (ROTA) grant. Services will include support and guidance throughout the entire process.

### How long does it take to get designated?

Businesses and organizations will receive the RFW designation after completing the first three items on the checklist.

### What is the Checklist?

The Checklist was created to provide a simple, straightforward process for businesses of all sizes to become designated as Recovery Friendly. It includes a list of required components that must be completed initially and within a one-year timeframe. In addition, the Checklist includes other optional steps that are recommended,

### What does “Recovery Friendly” mean?

When a Recovery Friendly environment is created, people in recovery and those impacted by SUDs can thrive. A Recovery Friendly Workplace shines a light on employee health, wellness, and safety, and demonstrates commitment to reducing the stigma often associated with substance use disorder.

### What are the benefits of becoming a Recovery Friendly Workplace?

By becoming a Recovery Friendly Workplace, you are supporting your employees and creating a healthier environment for them, but also showing customers and community members that your business is a proactive, valued community partner. In addition, workplaces that implement evidence-based health and safety policies and programs recruit and retain a healthier, more productive, and more motivated workforce.

### Who are the partner agencies?

The partner agencies are a group of diverse business leaders and content experts who have helped shape this initiative and continue to provide guidance and support to promote Recovery Friendly Workplaces.

### What additional resources are available?

Workplaces of all sizes and readiness levels will benefit from participation in this initiative. Resources will be customized to meet the diverse needs of Missouri workplaces. Resources will include toolkits, materials, trainings, and support for supervisors and employees. RFW staff will ensure workplaces are well connected to the most current prevention, treatment, and recovery- related resources to best support their employees. Visit the RFW-MO website for the latest information.



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## MISSOURI

## RESOURCES

### Contacts and Resources for Workplaces

#### **Missouri Recovery Friendly Workplace (RFW) Initiative:**

[www.recoveryfriendlymo.com](http://www.recoveryfriendlymo.com)

Chiquita Chanay

[chanays@health.missouri.edu](mailto:chanays@health.missouri.edu)

#### **General Information and Referral:**

United Way 211

<https://helpingpeople.org/united-way-2-1-1/>

#### **MO Department of Mental Health – Substance Use and Mental Health**

<https://dmh.mo.gov/behavioral-health>

#### **Crisis Assistance (MO Dept. of Mental Health)**

<https://dmh.mo.gov/crisis-assistance>

#### **Missouri Coalition of Recovery Support Providers – Resources to get help**

<https://mcrsp.org/get-help/resources-to-get-help.html>

#### **No More Deaths (STR/SOR)**

<https://www.nomodeaths.org/>

#### **Missouri Behavioral Health Council – Get Help Now**

<https://www.mobhc.org/get-help-now>

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