

The Colorado Recovery Friendly Workplace Initiative

A Recovery Friendly Workplace (RFW) is an organization that uses evidence-based policies and practices to unite the entire organization and establish a recovery-conducive culture.

Recovery Friendly Workplaces strengthen the organization by addressing workplace factors perpetuating substance use, lowering the barriers to seeking and receiving care, supporting recovery maintenance, and educating leadership and employees about the link between recovery, well-being and performance.

Background:

- There are an estimated 400,000 Coloradans in Recovery.
- One in 12 workers—from the front line to executives—battles the disease of addiction.
- The COVID-19 pandemic and an existing opioid crisis have disrupted many employees' health, as employers and much of the world's economies struggle to regain stability.
- In 2020, the costs of substance use to employers have soared to \$696 billion through lost production, absenteeism, and other avoidable costs.
- Across the nation, states and communities are adopting policies to benefit employers that address problematic substance use in the workplace and support employee recovery.

Our Solution:

- Offer the *Colorado Recovery Friendly Toolkit*—



a comprehensive document that enables employers to take the first steps in becoming an organization that supports all employees, especially those in recovery from addiction.

- Provide a Recovery Friendly Advisor—



a person who can walk employers through the five foundational steps to establish a culture that values employees in recovery and implement policies and practices to keep the workplace healthy.

The Benefits of Participation

The suggestions offered in this toolkit can be applied to any organization in any industry. Employers who have implemented successful Recovery Friendly Workplaces report:



Decreases in absenteeism, accidents, downtime, turnover, and theft



Decreases in use of medical benefits



Increases in retention rates and appropriate use of personal time off



Improved health status, morale, and productivity



Better value out of their payroll



A positive return on investment



More employees willing to come forward and ask for help

What's Your Next Step?

All employees deserve a chance to pursue recovery, and all employers deserve a chance to improve their organization's health and bottom line.

- ✓ Make being a Recovery Friendly Workplace a permanent solution for how you do business.
- ✓ Visit the Recovery Friendly Workplace Initiative to download your free toolkit and schedule a free one-on-one session with a Recovery Friendly Advisor today.
- ✓ Let's work together to celebrate your successes and keep recovery alive!



For a list of recovery resources, visit:
corxconsortium.org/work-groups/recovery/



Center for Prescription Drug Abuse Prevention
SKAGGS SCHOOL OF PHARMACY AND PHARMACEUTICAL SCIENCES
UNIVERSITY OF COLORADO ANSCHUTZ MEDICAL CAMPUS

Scan the code to learn more about the Recovery Friendly Workplace Initiative



Supporting Recovery in Colorado

Recovery is defined as..

“A process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential.”

Recovery in Colorado By The Numbers:

8%

of the U.S. population are
**estimated to have a current
substance use disorder.**

This equates to
460,000 Coloradans

and hundreds of thousands of impacted family members and friends. Substance use disorders do not discriminate and occur in every neighborhood, in every community.

400,000

Coloradans are
**estimated to be in recovery
after experiencing a
substance use disorder.**

As more Coloradans receive treatment for substance use disorders and/or seek recovery support, this number will continue to grow [2].

1-Substance Abuse and Mental Health Services Administration
2- 2019 National Survey on Drug Use and Health

Recovery Has Many Pathways

As the definition says, “recovery is a process” and there are many ways to reach it. Some individuals may need to work with a treatment professional in a group or individual setting, for the long- or short-term. Others may seek community-based peer support resources or a combination of peer and professional supports. While some individuals aim for abstinence from all substances as their goal, others may take a “harm reduction” approach by reducing their use or minimizing associated risks.

4 Key Factors Essential to Making Progress On the Path of Recovery From a Substance Use Disorder[1]



Health



Home



Community



Purpose

Language is Key

To support struggling friends, neighbors, employees, co-workers, family and other community members, it is critical to use language which creates a supportive culture to motivate and encourage individuals on their respective paths to recovery.

HELPFUL LANGUAGE	HURTFUL LANGUAGE
Person with a substance (alcohol, opioid, etc.) use disorder, person with hazardous or harmful use	Addict, alcoholic, substance abuser, junkie, drunk
Substance use or misuse	Abuse, drug problem, “addiction”
Return to use, recurrence of use	Relapse, “off the wagon”
Medication-assisted recovery	Medication-assisted treatment
Positive or negative lab results	“Dirty” or “clean” lab results
Precontemplative, ambivalent about	In denial about
Person struggling to maintain recovery	Chronic relapser, frequent flyer
Withdrawal management	Detox
Has not begun to..., opted not to...	Resistant, non-compliant
Person involved with criminal justice/incarcerated	Drug offender, criminal, prisoner/parolee