

## We're Here to Help.

### Free 2.5-Hour Reasonable Suspicion Training

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This training is offered either In-person at your location or Virtual live training via Teams, Zoom, etc.

This is a new grant funded project in partnership with the Minnesota Safety Council and the Minnesota Department of Health that allows us to travel the state and offer the training to businesses for free.

### Contact Us Today!

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#### To learn more about the Recovery Friendly Workplace Program:

Monette Natus  
651.228.7328  
Monette@mnscc.org

#### To schedule a FREE 2.5-hour Reasonable Suspicion course:

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## The Four Pillars of a Recovery Friendly Workplace.

### Prevention & Risk Reduction

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Identify substance use risk factors in the workplace and take action to address them, including process and policy changes, as well as training and education.

### Training & Education

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Educate all levels of leadership, mgmt., and line staff on substance use disorder treatment, recovery, stigma, organizational policies, and resources available to employees.

### Hiring & Employment

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Adopt fair chance hiring and employment policies and provide reasonable accommodations to employees in or seeking seeking recovery as warranted.

### Treatment & Recovery Support

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Ensure employee access to needed services and support through employee assistance programs, insurance, wellness programs, and/or other mechanisms.



### In Partnership With:



MINNESOTA SAFETY COUNCIL

 Chapter of the National Safety Council



## What Is a Recovery Friendly Workplace?

### Recovery Friendly Workplaces adopt policies / practices that:

- **Expand employment opportunities** for people in or seeking recovery;
- **Facilitate help-seeking** among employees with substance use disorder (SUD);
- **Ensure access to needed services**, including treatment, recovery support, and mutual aid;
- **Inform employees in recovery** that they may have the right to reasonable accommodations and other protections that can help them keep their jobs;
- **Reduce the risk** of substance misuse and SUD, including through education and steps to prevent injury in the workplace;
- **Educate all levels of the organization** on SUD, addiction, and recovery, working to reduce stigma and misunderstanding, including by facilitating open discussion on the topic; and,
- **Ensure that prospective and current employees understand** that the workplace is recovery friendly and are familiar with relevant policies and resources.

## Why Become a Recovery Friendly Workplace?

Most Americans with Substance Use Disorder (SUD) are employed—predominantly full-time. SUD in the workforce is costly to employers, resulting in absenteeism, lost productivity, increased healthcare costs, and elevated liability exposure. **Workers with SUDs take nearly 50% more days of unscheduled leave than other workers** and have an average annual turnover rate 44% higher than that for the workforce as a whole.

By contrast, **workers who are in recovery from SUD average nearly 10% fewer days of unscheduled leave per year than other workers.** Additionally, the turnover rate for employees in recovery is 12% lower than the overall average. Turnover is extremely costly. Recruiting and training a replacement worker costs approximately 21% of the employee's annual salary and benefits.



## What are the Benefits of a Recovery Friendly Workplace?

Businesses and other employers, employees, customers, and society all benefit from RFW policies. Among the benefits are an **expanded labor force, increased worker well-being, decreased turnover, improved productivity, and reduced health care costs.**

Employers adopting such policies help to reduce societal stigma and misunderstanding by fostering a culture in which addiction is recognized as a treatable health condition from which people can and do recover. When employees believe that their employer and supervisors have their best interest in mind, and when supervisors explain that team members can discuss alcohol or other drug problems with them, employees are willing to speak to them about such problems and to seek help for SUD, rather than hiding it.

**In implementing RFW policies, companies help build recovery-supportive work cultures** in which it is safe to ask for help and where those who are in recovery will feel welcomed and supported.