



Connecticut

Building a Recovery Friendly State

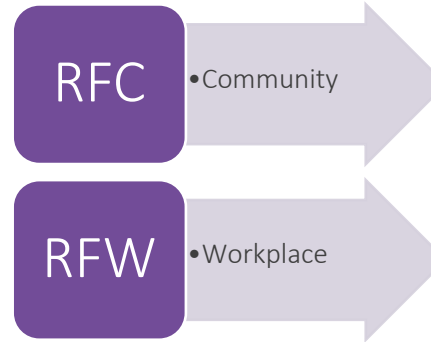
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Alcohol And Drug Policy Council

Subcommittees

- Prevention
- Criminal Justice
- Treatment
- Recovery and Health Management



Recovery Friendly Campus Work Group

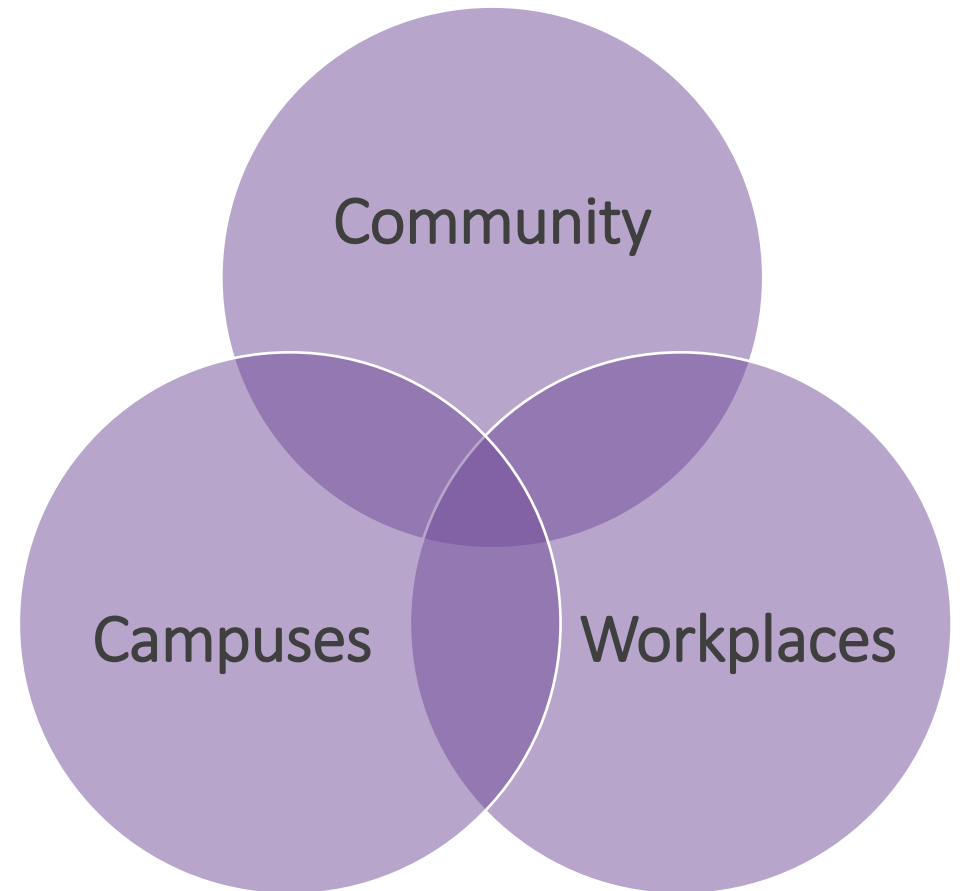


Campus Self -Assessment
Recovery Friendly Campus Toolkit



While each environment is distinct and presents its own unique challenges, each area of focus intersects at certain process points and shared goals

Areas of Focus and Intersection



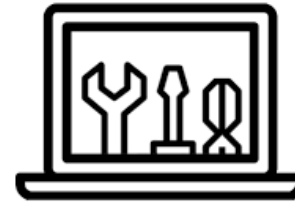
Common steps to Success



Recovery Champion



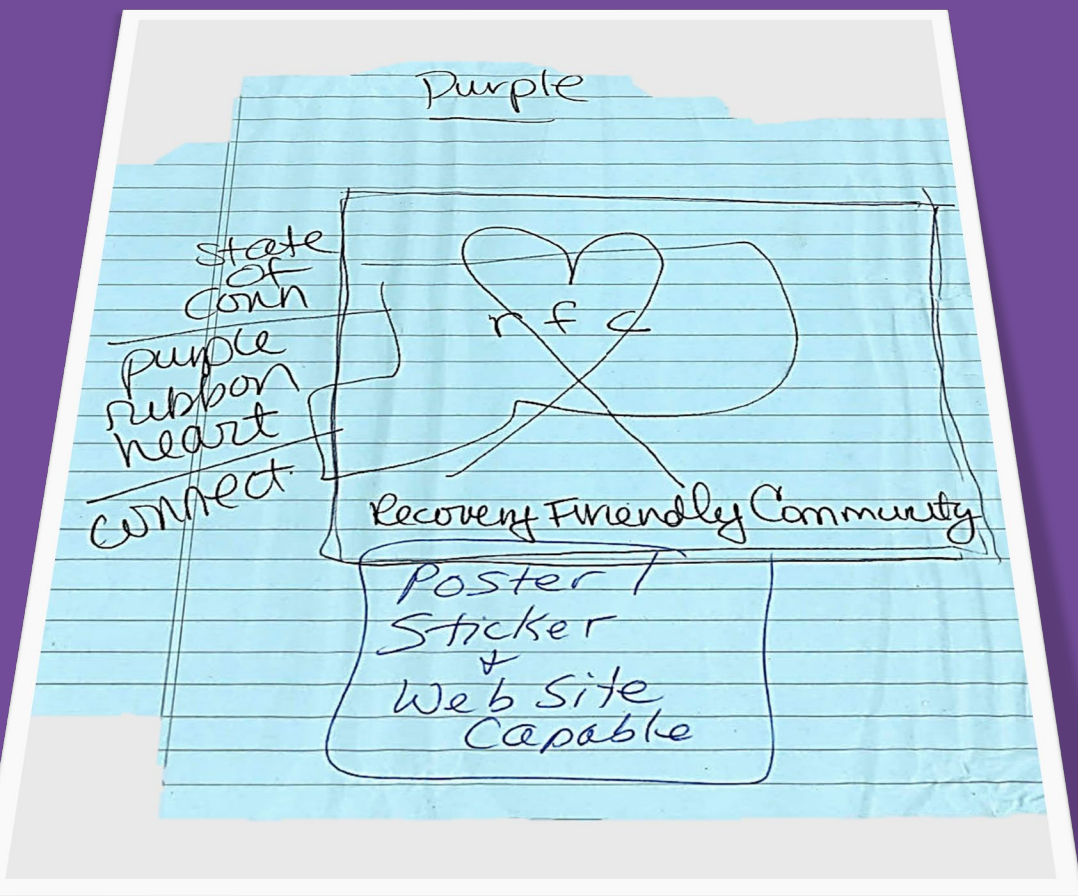
Key Leadership Buy-In



Tool Kit



Designation



12 Communities and
more in progress



32 Employers and
growing

1. Municipal Leadership

The mayor, Town Council and/or Board of Directors is in agreement with developing a recovery friendly community.

The mayor, Town Council and/or Board of Directors has appointed a recovery "champion". The champion is a person who is committed to supporting recovery from substance use conditions and who is willing and empowered to lead the town/city-wide efforts necessary for becoming "Recovery Friendly" by convening Department heads, other leaders and persons in recovery* on a monthly basis to develop and monitor the community enhancements outlined in this document. (The "RFC Planning Group")

The city/town has a "Local Prevention Council" and if so, this Council is integral to the mission of the Recovery Champion.

The town website reflects that it is a "Recovery Friendly Community".

Municipal Department "Buy-In"

The Parks and Recreation Department hosts recovery-friendly activities and events.

The Schools offer: substance use and problem gambling education; alternative peer groups; family support for identified substance use problems; student recovery groups; recovery promotion and anti-stigma activities; etc.

Police and Fire Department personnel encourage treatment and other recovery approaches and are knowledgeable about local resources.

The Social Services and Health departments are well versed in treatment and recovery options that reflect multiple pathways of recovery.

The Human Resources department includes addiction and recovery awareness training as part of their new staff orientation and offers EAP services.

The city/town encourages safe and stable recovery housing.

There are community or recovery centers for youth and adults.

4. Community Resources

Residents know how and where to obtain Narcan.

Hospital emergency departments have recovery coaches available.

Residents know how to access peer support and mutual aid groups and are aware of other pathways of recovery.

Local transportation is available to individuals seeking treatment or a support group.

Residents know how and where to access treatment and other recovery resources.

Residents know how to access "Telephone Recovery Support".

Physicians that prescribe medication for substance use disorders are easily identified and available.

Family education and support groups are available.

Food, clothing and other basic supports are readily available.

faith leaders and young people should also be included



Purpose and Benefits

Raise Awareness

Reduce Stigma and
Discrimination

Improve Environmental Factors
necessary for Recovery

Reduced Substance Use,
Overdose, and Crime

Increased community sense of
Compassion, Humanity and
Citizenship



City of New London

**A RECOVERY-FRIENDLY
COMMUNITY**



Recovery Friendly Communities



CT Recovery Friendly Workplace Initiative





What is a **Recovery Friendly Workplace?**

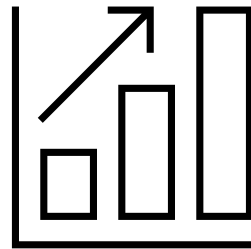


Recovery Friendly Workplaces (RFW) and employers are businesses that go above and beyond in supporting employees by making foundational change in the way they hire, treat, and support staff living in or seeking recovery from substance use and mental health concerns as well as those family members and loved ones also impacted.

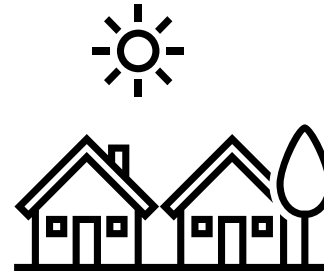
Recovery Friendly Workplace Initiative



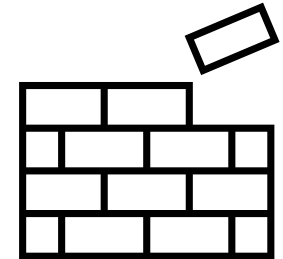
The CT RFWI drives to help workplaces create a culture that promotes wellness and supports recovery through positive engagement and open communication.



Promotes Recovery in Local Communities



Creates Stigma Free Ecosystem



Retains Healthy and Productive Employees

There are positive impacts for everyone

Employers and employees both benefit when we prevent substance use, avoid the risk of overdose, and support people in recovery:



- ✓ Better performance
- ✓ Fewer accidents
- ✓ Greater loyalty
- ✓ Higher productivity
- ✓ Less turnover
- ✓ Lower health care costs
- ✓ More long-term employees
- ✓ Reduced costs to train new hires



CT Recovery Friendly Workplace Toolkit

THE ROAD TO RECOVERY: 10 STEPS TO BECOMING A RECOVERY FRIENDLY WORKPLACE (RFW)

Here's an overview of the steps you can take to enact an Recovery Friendly Workplace initiative in your place of business. It's offered as a guideline only the exact steps you need to take are up to you. Remember, the RFW toolkit has complete information and communications tools to help.



1 GO TO DRUGFREECT.ORG

- The path to becoming a Recovery Friendly Workplace starts at drugfreect.org. You can learn about the program and identify local resources that are ready to help your organization.


2 DO AN INTERNAL ASSESSMENT

Sample questions to get started:

- Is your company in a safety and security-sensitive industry?
- Do you have an EAP?
- What are your current policies related to drug use and drug testing?
- Whose responsibility is it to address substance use disorder (SUD) in the workplace?
- What is your current culture as it relates to drug use?
- What are the legal ramifications of becoming an RFW?
- In your hiring process, do you automatically discard anyone with a "criminal background"?

3 BUILD CONSENSUS

Get acceptance of the RFW program from key stakeholders. The materials in this toolkit are a place to start.



4 MAKE A DECLARATION

The best way to do this is up to you. It could be a company-wide email posted to your intranet, posters displayed around the workplace, the topic of a company-wide meeting, or a combination of these things.

5 MOBILIZE STATE AND LOCAL RESOURCES

Connecticut Community for Addiction Recovery (CCAR) CCAR can provide training for participating RFW employers. CCAR has online and in-person training sessions, and can connect your organization to local Recovery Community Centers (RCCs) that can assist employees with substance use disorder (SUD).

Regional Behavioral Health Action Organizations (RBHAOs) RBHAOs can provide education and training in: mental health, problem gambling, opioid education, suicide prevention, Naloxon administration training, and more.

Regional American Job Center Peer Navigators Peer navigators in each of the state's American Job Centers hubs are trained to help individuals affected by the opioid crisis as they prepare for new careers and help them obtain employment that is particularly suited to their recovery efforts.

6 DESIGNATE A PEER CHAMPION

Find a person inside your organization who will serve as a Peer Champion – an ally to anyone facing SUD at work. This person serves as a confidant and a liaison between the person with SUD, your company's managers, supervisors, and outside support.



7 MAKE RESOURCES AVAILABLE

Being an RFW means providing employees with information and community resources, including local recovery assets. Your willingness to offer information about recovery is a significant part of setting the tone for success as an RFW.

8 TRAINING & EDUCATION

CCAR – the Connecticut Community for Addiction Recovery – is the lead organization for RFW training. They can educate and advise your managers and supervisors and connect anyone with SUD to local resources that help facilitate recovery.

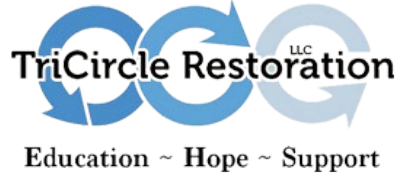
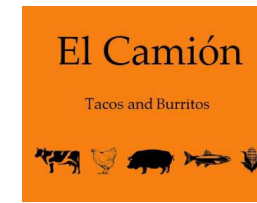
9 DO AN ANNUAL ASSESSMENT

RFW program performance should be assessed annually. Some metrics to consider:

- Employee engagement.** Number of employees served.
- Outcomes.** How have employees benefited from working at an RFW?
- Management acceptance.** If being an RFW something that leadership values?
- Organizational impact.** What has been the time impact on the people responsible for managing the RFW program?
- Sick days used.** Compare sick days year-to-year.

10 KEEP GOING!

Make being an RFW a permanent part of how you do business. Celebrate successes. Make adjustments. Keep recovery alive!



Recovery Friendly Workplaces

Contacts

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