

Overview



RI Governor's Recovery Friendly Workplace (RFW)

The mission of the RI Governor's Recovery Friendly Workplace (RFW) Initiative is to promote individual wellness by creating work environments that further mental and physical well-being of employees; proactively preventing substance misuse and supporting recovery from substance use disorders in the workplace and community.

Background

- Substance misuse costs Rhode Island more than \$1.41 billion annually. A majority of these costs are incurred by businesses in the form of lost productivity and absenteeism, as well as health care and other related costs. (PolEcon Research, 2017 & Shatterproof, 2019)
- There are an estimated 50,000 Ocean Staters in recovery from addiction. People in recovery are our employees, our customers, our friends, and our family members.
- Prevention, treatment, and recovery supports and services save lives and save resources.
- Launched in 2020 and led by Governor Daniel J. McKee. the Recovery Friendly Workplace initiative encourages healthy and safe working environments where employers, employees, and communities can collaborate to create positive change, eliminate stigma, and support recovery.

Benefits of Participation

- **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** from various State Departments, Recovery Community Organizations, and Recovery Friendly Advisors to provide assistance with additional, customized workplace policy, 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 Governor Daniel J. McKee. 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 [RECOVERYFRIENDLYRI.COM](https://recoveryfriendlyri.com)** to learn more about becoming a Recovery Friendly Workplace. Submit a Letter of Interest to get started and check back frequently for the latest resources and toolkit materials to support your workplace.

Checklist



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Recovery Friendly Workplace Checklist

Initial Required Components

- Submit letter of interest to learn more about the Recovery Friendly Workplace (RFW) Initiative.

- Ensure senior management and human resources personnel receive RFW orientation provided by the RI RFW program.

- Make a declaration to employees stating workplace's commitment to RFW principles and its participation in this initiative.
SAMPLE: "ABC Company is committed to creating a healthy, safe, and stigma-free work environment through our participation in the RI Governor's Recovery Friendly Workplace (RFW) Initiative. RFW's encourage environments where employers, employees, and communities can collaborate to create positive change and eliminate barriers for those impacted by addiction. 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."

- Receive RFW designation by Governor Daniel J. McKee.

Additional Required Components - (to be completed within one year of RFW designation)

- Provide employees with information and resources to promote health, well-being and recovery for themselves and their family members.

- Establish connection with local recovery support organizations as a resource for employees.

- Ensure supervisors and employees receive education on existing alcohol, tobacco, and other drug policies upon hire and on an annual basis thereafter.

- Ensure supervisors and employees receive annual training and education on substance misuse, behavioral health, and addiction.

- Complete and submit RFW checklist and application with assistance from the Recovery Friendly Advisor (RFA).

Enrichment Opportunities

- Develop RFW Task Force or incorporate RFW focus into an existing health, wellness or safety committee.

- Participate in one community-based prevention or recovery focused activity annually.

- Work with RFA to determine additional, customized workplace policy and/or training related needs.

Organizational Chart

