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A NEW WAY OF LOOKING AT - AND DEALING WITH - SUBSTANCE MISUSE THAT AFFECTS THE WORKPLACE.

The impact of substance misuse on the workplace has been an issue for a long time.

How we adapt to it and deal with it effectively is a more recent development. Today, there's a shift occurring in how employers handle employees whose use of substances has an impact on the work environment. We are slowly moving from a "zero-tolerance" mentality that emphasizes disciplinary action to a "recovery" policy environment that emphasizes help, hope, and realizing the economic potential of healthy employees.

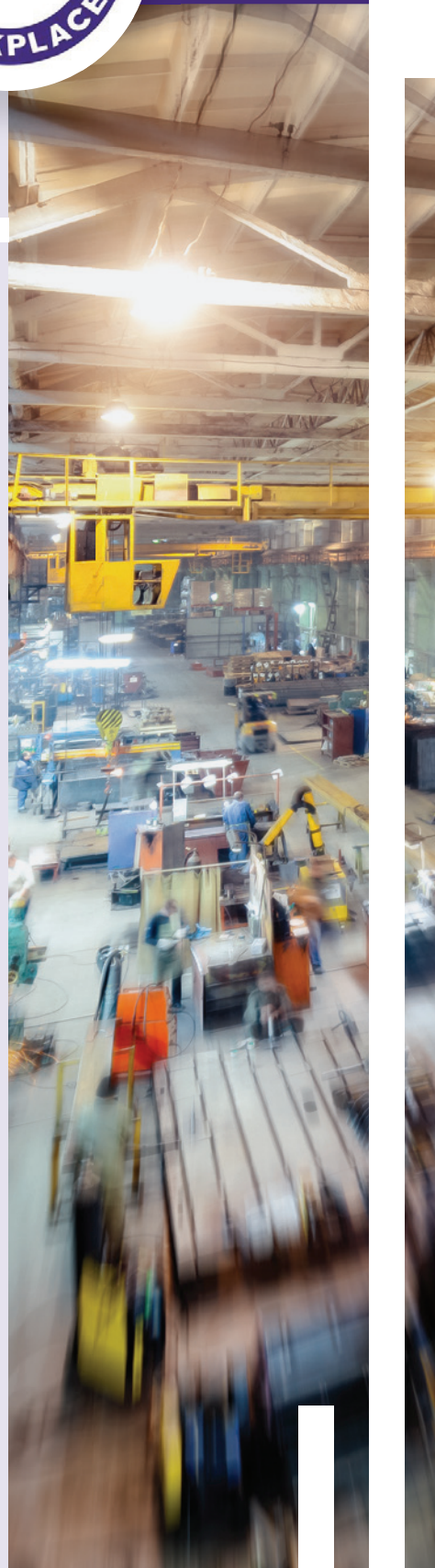
"Recovery" means returning to a better condition.

It applies to workers who suffer accidents and injuries and manage chronic diseases.

It applies to those who are recovering from substance misuse as well.

Becoming a Recovery Friendly Workplace (RFW) means keeping your organization strong by keeping employees on the job, even as they recover from substance misuse.

THIS TOOLKIT WILL SHOW YOU HOW.





THE RECOVERY FRIENDLY WORKPLACE (RFW) TOOLKIT

By engaging this toolkit, you are taking a proactive role in creating a healthier working environment, and are pursuing a set of positive outcomes that include:

- Greater employee productivity
- Healthier, happier employees
- A safer work environment
- Employee retention
- A positive workplace culture

We – the Connecticut Department of Labor, Department of Public Health, and Department of Mental Health and Addiction Services – welcome you to this effort.

This toolkit and the resources behind it are intended to give you what you need to start down the path of being a Recovery Friendly Workplace.

With the tools in the toolkit, you'll be able to articulate a new policy, implement best practices, and connect with other resources that will keep you on the path to achieving the outcomes described above.

