

Rhode Island's Recovery Friendly Workplace (RFW) Initiative

Jonathan Goyer, Director
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Background

- **Created** by Governor Gina M. Raimondo & her Recovery-Friendly Workplace Committee
- **Launches** February 12, 2020
- **Promotes** health, safety, and wellness for RI workplaces and employees
- **Empowers** workplaces to provide support for employees in recovery and those impacted by substance use disorders
- **Challenges** stigma
- **Encourages** employee retention and productivity





What It Means to Be an RFW

Overview

RFW's support their communities by recognizing recovery from substance use disorder as a strength and by being willing to work intentionally with people in recovery.

RFW's encourage a healthy and safe environment where employers, employees, and communities can collaborate to create positive change and eliminate barriers for those impacted by addiction.



What It Means to Be an RFW

FOSTER a safe and recovery friendly environment

In order to strengthen workplace culture, Recovery Friendly Advisors (RFAs) will support interested companies in finding evidence-based practices to meet their individualized needs.

RFA's will help you develop and sustain the RFW Initiative in your workplace. They are your RFW partners; there are no charges for their services.



What It Means to Be an RFW

ENGAGE employees in addiction and behavioral health education and prevention

RFAs will provide workplaces with information and resources to promote health, well-being, and recovery for employees and their family members.

RFW's will provide their employees with education and review of the company's alcohol, tobacco, and other drug policies upon hire and on an annual basis thereafter.

RFA's will consult with employers to plan trainings related to substance misuse, behavioral health, and addiction that are tailored to the company's specific needs.



What It Means to Be an RFW

RETAIN healthy and productive employees

Workplaces that implement evidence-based health and safety programming retain a healthier, more productive, and more motivated workforce.



What It Means to Be an RFW

PROMOTE prevention and recovery in local communities

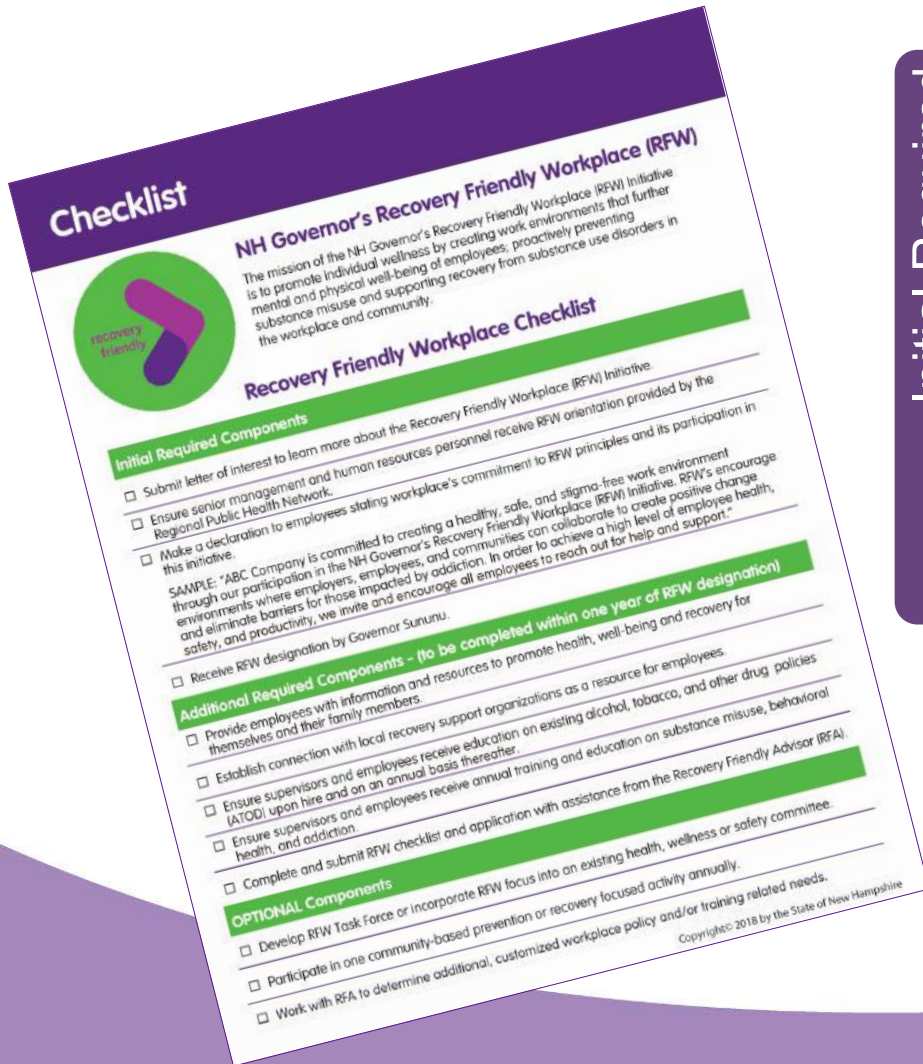
By creating a recovery friendly environment, employers send a strong message to their communities that they understand the importance of a solution-focused approach by addressing addiction and behavioral health "head-on."

RFAs will assist businesses with participating in public awareness and education events in their communities. These events build loyalty between the recovery community, their allies and the designated RFW.





The Process to Become an RFW



Initial Required

- Letter of Interest
- Orientation
- Declaration
- Designation

Additional Required

- Info & Resources
- Connection to Recovery Organizations
- Education & Trainings

Optional

- RFW Task Force
- Community-Based Activities
- Customized Trainings



➤ How to Become an RFW

Led by Governor Gina Raimondo, Rhode Island's "Recovery Friendly Workplace Initiative" promotes individual wellness for Ocean Staters by empowering workplaces to provide support for people recovering from substance use disorder.

RecoveryFriendlyRI.com

The website serves as the access portal to the program. It is where businesses can learn more about the initiative and submit a letter of interest.



Initial Requirements

Submit a Letter of Interest (Step 1 of 3)

Submit a Letter of Interest by selecting “Join Us” on the website and learning more about the RFW Initiative. By submitting a Letter of Interest, you are simply expressing your organization's desire to learn more about the initiative.

A representative will meet with you and help walk you through the process while keeping in mind what is best for your organization's individual needs.



Initial Requirements

Orientation Training (Step 2 of 3)

Ensure senior management and human resources personnel receive RFW orientation training provided by RFW staff.



Initial Requirements

Create A Declaration (Step 3 of 3)

Make a declaration to all employees stating your workplace's commitment to RFW principles and its participation in this initiative.

Example: "ABC Company is committed to creating a healthy, safe, and stigma-free work environment through our participation in the Rhode Island Governor's 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 A Designation from the Governor's Office





Recovery Friendly NH

December 17, 2019 at 5:26 PM · 🌐

We welcome **Overhead Door** of Concord in joining the ranks of our officially designated Recovery Friendly Workplaces! They were so passionate about getting started with the initiative that they scheduled their first training at the Orientation. At their Designation, we hit the ground running with an Accessing Resources training, which helps educate employees on how to get help for themselves or a loved one who has been impacted by Substance Use Disorder.

Dolly Stewart, seen in the photo below, is the Talent Acquisition Manager for Overhead Door (Concord Branch), as well as Installed Building Products of Auburn and Westmoreland and Superior Insulation of Tamworth, all of who are now Recovery... [More](#)



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Recovery Friendly NH

November 22, 2019 at 11:37 AM · 🌐

We are happy to welcome Superior Insulation to the Recovery Friendly Workplace Initiative! Superior Insulation is one of four companies owned by the same entity in New Hampshire under the Installed Building... [More](#)



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Recovery Friendly NH is in Newmarket, New Hampshire.

December 4, 2019 · Newmarket, NH · 🌐

A series of three Newmarket restaurants - The Riverworks, Jonny Boston's International, and The Stone Church Music Club - joined the Recovery Friendly Workplace Initiative at the same time and recently... [More](#)



Additional Requirements

To be completed within one year of an RFW designation with assistance from RFAs:

- **Provide employees with information and resources to promote health, well-being, and recovery for themselves and their family members**
- **Establish connections with local recovery support organizations as a resource for employees**
- **Ensure supervisors receive education on existing alcohol, tobacco, and other drug policies upon hiring 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 the RFW checklist and application**



Enrichment Opportunities

- **Develop an RFW Task Force or incorporate an RFW focus into an existing health, wellness, or safety committee**
- **Participate in one community-based prevention or recovery focused activity annually**
- **Work with your RFA to determine additional, customized workplace policies and/or training related needs**



Optional Trainings

Original 6 Training Modules

Understanding
Substance Use
Disorder & Stigma

Why the
Workforce Needs
People in
Recovery

How to Access
Resources in RI:
BH Link &
Additional Help

Proven Results of
Recovery Friendly
Workplaces: A
Panel Discussion

Overcoming the
Impact of
Substance Use
Disorders through
Recovery

Saving a Life With
Naloxone

New Modules 1-4

1. Substance Use
Disorders

2. Recovery and
Workplace Wellness

3. Community
Resources for the
Recovery Friendly
Workplace

4. Building a
Recovery Friendly
Workplace



Benefits

Designated RFWs will receive:

- **Official recognition from the Governor's Office**
- **Distinctive RFW sign for display**
- **Promotion as a local RFW**
- **Continued access to an RFA**
- **Individualized cost assessment of NOT addressing addiction in your workplace provided by the National Safety Council**
- **Free NaloxBoxes and naloxone to the first 200 RFW designees**





Tailored to Meet the Unique Needs of Each Individual Business

- Varies based on size, type, readiness, and culture of business
- Access to trainings for supervisors and employees
- Examples of “recovery friendly” policies and procedures
- Connection to community resources for employees **AND their families**
- Recruitment and/or retention strategies for a healthy, safe, and productive workforce
- Customized support and/or referrals
- Clarification on what it means to be part of this initiative



Get a Jump Start: Easy Steps for Businesses

- **Assess workplace culture** (policies, practices, and employee perceptions)
- **Communicate RFW commitment** to all staff
- **Identify community resources** and share with employees and their families (bulletin boards, website, rack cards)
- **Connect and develop relationships** with local public health and prevention and recovery organizations
- **Have a plan** in place for how to respond to employee concerns
- **Offer trainings** to increase knowledge and awareness
- **Create internal RFW Task Force**



Elements of an RFW



Protect



Include



Empower



Educate



Key Partners

- **Governor's Offices in Rhode Island and New Hampshire**
- **Rhode Island Department of Behavioral Healthcare, Developmental Disabilities, and Hospitals (BHDDH)**
- **Rhode Island Department of Health (RIDOH)**
- **Rhode Island College (RIC)**
- **Rhode Island Department of Labor and Training (DLT)**
- **Rhode Island Disaster Medical Assistance Team (RIDMAT)**
- **Central Rhode Island Chamber of Commerce**
- **Advocacy Solutions**



Contacts and Social Media

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