

Road to Recovery: The Role of the Workplace

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Stigma Around SUD Remains Pervasive Among Public—and Practitioners

The Shatterproof Addiction Stigma Index (SASI) was conceived to assess attitudes about substance use and those who engage in substance use.



Almost 3 in 4 respondents find someone currently using substances to be untrustworthy



One in three are unwilling to move next door to a person currently using substances or have them as a personal friend

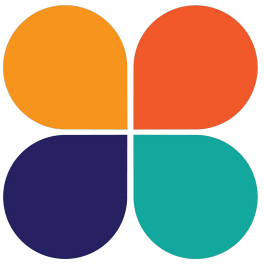


Over half of respondents indicated that a person's SUD is caused by their own bad character or lack of moral strength



3 in 4 respondents do not believe that a person with a SUD is experiencing a chronic medical illness

Workers in Recovery



- Each employee who recovers from a SUD saves a company over **\$8,500** on average.
 - Treatment prompted or mandated by an employer is more successful than treatment initiated or encouraged by friends or family members.

Workers in recovery tend to be strong employees.

Workers in recovery miss fewer days, stay in jobs longer, are less likely to be hospitalized, and have fewer primary care visits.



The Promise of *Total Worker Health*[®]

- Reduction in workplace injuries and illnesses
- Improved workers' job satisfaction
- Enhanced organizational culture of trust, safety, health
- More energizing, meaningful work
- Reduction in work-related stress
- Improved health opportunities, more informed decision-making
- More productive employees
- Reduction in healthcare costs
- Family, community, and societal gains

[What is Total Worker Health? | NIOSH | CDC](#)

NIOSH Recommends *Total Worker Health*® Strategies to Combat Substance Use Harms



....policies, programs, and practices that
integrate protection from work-related safety & health hazards
with promotion of injury and illness prevention efforts
to advance worker well-being.

But why does this matter for substance use and misuse?

- Effects of substance use are **not isolated** to work or home environments
- Prevention and intervention require comprehensive, integrated solutions
- Coordinated “systems approaches” are vital, meet the needs of workers more completely, and are more efficient



Workplace Supported Recovery

Policy
Education
Stigma reduction
Sensitivity to disparities
Resources and support
Work environment
Workplace substance use climate
Health and well-being programs
Employment
Focus on the future workforce

A recovery-supportive workplace aims to **prevent exposure** to workplace factors that could cause or perpetuate a substance use disorder while **lowering barriers** to seeking care, receiving care, and maintaining recovery.

A recovery-supportive workplace **educates** its management team and workers on issues surrounding substance use disorders to **reduce the all-too-common stigma** around this challenge.

- [Workplace Supported Recovery Program | NIOSH | CDC](#)
- [New NIOSH Research Addresses an Evolving Crisis | Blogs | CDC](#)
- [NIEHS and NIOSH Explore the Expansion of Recovery Friendly Workplace Programs | Blogs | CDC](#)
- [New NIEHS Resources to Prevent and Address Opioid Misuse and Promote Recovery Friendly Workplace Programs | Blogs | CDC](#)



Active Stigma Reduction

Potentially stigmatizing language	More compassionate, person-centered language
Addict	Person who uses (or injects) drugs
Substance abuser	
Junkie / Dope fiend / Tecato(a)/ Zombie	Person living with a substance use disorder
Substance abuse	Substance use or possibly misuse
Clean	Currently abstaining; making changes to drug use
Doctor shopper / Drug seeker	Patient / Participant / Client
Replacement / substitution therapy	Medications for addiction treatment
You should / shouldn't	Would you consider? / Can you try to avoid

Other loaded words: Relapse, recovery



Include people in recovery in their treatment and in program development.



Advocate!



Empower employees to understand their rights and act on violations.



Educate to debunk myths and change



Getting Started

Senior-level management **understanding, buy-in, and engagement**

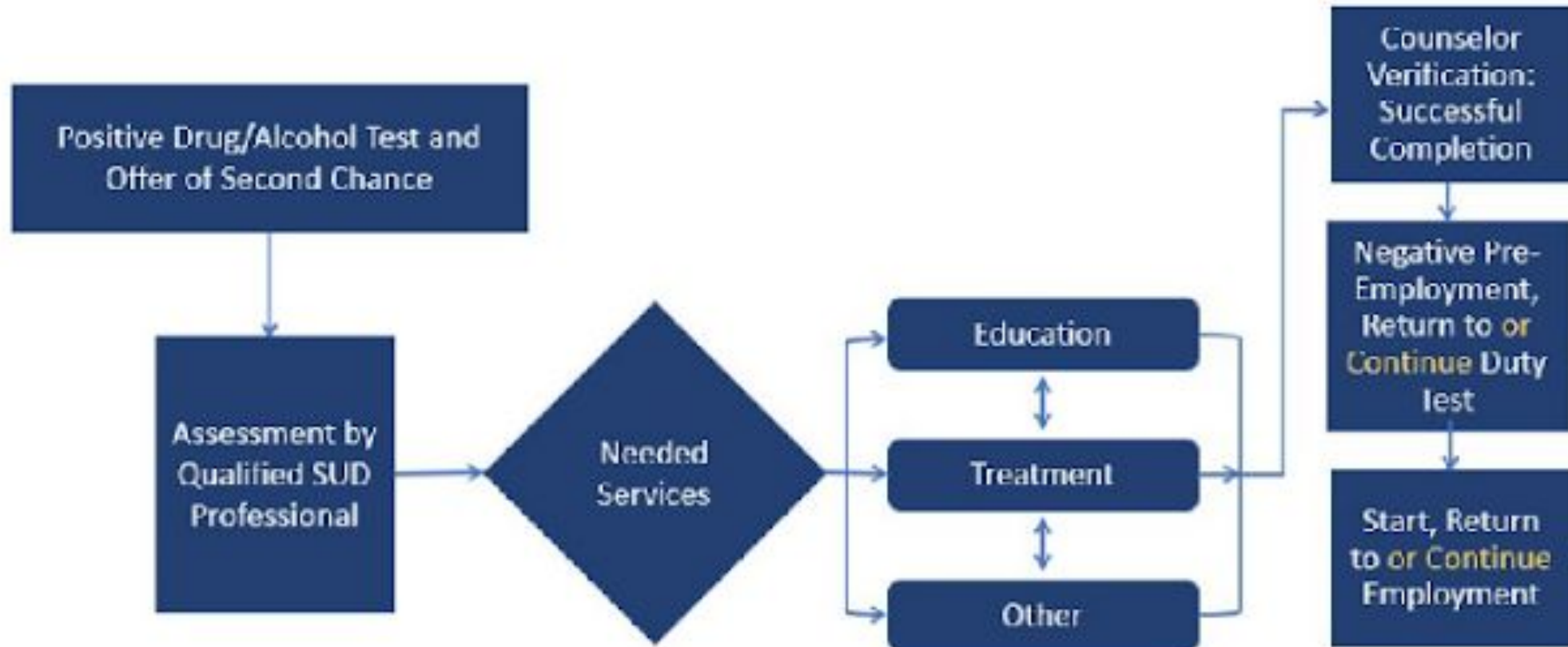
Prevention + Risk Reduction

Training + Education

Hiring + Employment

Treatment + Recovery Support







Resources & Support

- Local MHA
- Independent living centers
- Recovery Community Organizations (RCOs)
- Disability Resource Coordinators (DRC) 26 across 46 counties in New York
- Local Government Unit (LGU)



WE ARE YOUR DOL





Recovery-Ready Workplace Resource Hub

Resources



Benefits of Recovery-Ready Workplace Policies

[Impact of Substance Use on the Workplace](#)

[How much is substance use costing your organization?](#)

[Business case for Recovery-Ready Workplace policies](#)



Getting Started

[Assessment, Planning, and Implementation \(Graphic\)](#)

[Recruitment and Employment](#)

[Second Chance Protocol \(Graphic\)](#)

[Preventing Substance Use in the Workforce](#)

[Addressing Stigma](#)

Get Help



988 Suicide & Crisis Lifeline

Call or text 988

TTY: 1-800-799-4889

Free and confidential support for people in distress, 24/7.



National Helpline

1-800-662-HELP (4357)

TTY: 1-800-487-4889

Treatment referral and information, 24/7.



Coming Soon!

[Recovery-Ready Workplace Toolkit](#)



Additional Resources

[Federal Resources](#)

[State Models & Resources](#)

[Local Resources](#)

[Union and Trade Association Resources](#)

[Other Materials](#)

Disaster Distress Helpline

Disaster Distress Helpline

1-800-985-5990

TTY: 1-800-846-8517

Free and confidential support for people in distress, 24/7.

Find Treatment

FindTreatment.gov

FindTreatment.gov is an online source of information for persons seeking substance use and/or mental health treatment facilities in the United States or U.S. Territories.

Enter a starting location:

Enter your address, city, or zip code

Search

[Recovery-Ready Workplace Resource Hub | U.S. Department of Labor](#)

[Special Report: A Road Map for Advancing a Recovery-Ready Nation - Fors Marsh](#)

Thank you!

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For more information, contact CDC
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TTY: 1-888-232-6348 www.cdc.gov

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