RECOVERY FRIENDLY WORKPLACE

A **Recovery Friendly Workplace** supports employee well-being, mental health, wellness, and recovery. It helps reduce stigma and makes it easier for workers to find behavioral health, substance use, recovery, and other support resources when they need help.

Ohio's RFW designation is offered through the Ohio Department of Behavioral Health. It is a **designation, not a certification**.

Employers do not need to meet every criterion. To become designated, a workplace must meet **at least 5 of the 9 criteria**.

RFW does not replace workplace safety, legal, or drug-free workplace requirements. It adds a practical recovery-supportive approach that helps employers support workers while maintaining existing workplace expectations.

WHY EMPLOYERS CONSIDER RFW

Recovery-friendly workplaces can help create healthier, safer, and more supportive work environments. RFW can support retention, reduce stigma, encourage early help-seeking, and strengthen connections with local community resources.

Many employers are already doing some of this work. Becoming recovery friendly often means identifying what is already in place, strengthening it, and choosing practical next steps that fit the workplace.

There is no cost to apply for or maintain designation, no formal audit, and no required step-by-step documentation process.

THE 9 OHIO RFW CRITERIA Organized Into Three Practical Groups

GROUP 1 PRACTICES THAT PREPARE WORKPLACES TO BE RECOVERY FRIENDLY

1. **Use a State or National Resource:** Use an existing state or national resource to guide recovery-friendly workplace practices.
2. **Connect with a Recovery Entity:** Build a connection with a behavioral health, recovery, peer support, coalition, or community partner.
3. **Educate Leadership on Best Practices:** Provide leaders, supervisors, managers, or HR staff with information on recovery-friendly practices, stigma reduction, confidentiality, and supportive responses.

GROUP 2 PRACTICES THAT SUPPORT EVERYONE IN THE WORKPLACE

4. **Introduce Wellness Education:** Share education related to mental health, physical health, substance use, recovery, wellness, stress, burnout, or employee well-being.
5. **Inform Staff How to Seek Help:** Share EAP contacts, hotline numbers, local services, peer support, crisis supports, or wellness resources.
6. **Engage Staff with Recovery-Friendly Content:** Share messages, videos, discussions, or awareness materials that reduce stigma and normalize help-seeking.

GROUP 3 PRACTICES THAT SUPPORT PEOPLE IN RECOVERY

7. **Include Recovery-Friendly Practices:** Include recovery-friendly practices in workplace policies, culture, supervision, communication, or employee support systems.
8. **Provide Alternatives for Staff in Recovery:** Offer practical supports when appropriate, such as flexible scheduling, private space for telehealth, or time for counseling or recovery meetings.
9. **Include Recovery-Friendly Practices in New Hire Training:** Introduce recovery-friendly resources, wellness supports, and help-seeking information during onboarding.

START HERE:

Ask: Which 5 of the 9 criteria are we already closest to meeting?

Review those criteria with leadership, HR, safety, wellness, or supervisory staff.

Employers may also connect with a local RFW ambassador or recovery partner for support as they review the criteria and consider next steps.

LEARN MORE:

Visit the Ohio Department of Behavioral Health Recovery Friendly Workplace **webpage**.

Review the Ohio Recovery Friendly Workplace **designation page**.

Access the COP-RCORP RFW **webpage** for resources and more information.

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