

National Recovery Friendly Workplace Institute



RECOVERY MONTH CELEBRATIONS

*Ideas for how to acknowledge Recovery Month as a
Recovery Friendly Workplace*



ATTEND & LEARN

- September 9th, 12PM EST — Orientation session to learn about national certification as a Recovery Friendly Workplace.
- September 16th, 2PM EST — The National Council Virtual RFW Event about Recovery Friendly/Ready Workplaces, Communities, and Families.
- Mobilize Recovery tour — Search local events to attend in person.
- Watch a Dartmouth ECHO session — Learn more about Recovery Friendly topics like Substance Use Disorder and stigma, hiring people in recovery, return to work agreements, and more.
- Read Journey Magazine — Browse an online edition that shares stories of hope and recovery.
- Watch a recorded webinar on the Institute YouTube Channel — Topics include certified RFW employers panel, state RFW programs panel, Human Resources perspectives on RFW, and more.



AWARENESS & EDUCATION

- Lunch & Learn sessions — Invite recovery-informed speakers to a company meeting to share insights (ex - person in recovery, a local treatment provider, a peer support specialist, etc.).
- Educational emails/newsletters — Send weekly facts, resources, or employee spotlights highlighting recovery success stories (with consent).
- Resource table or digital hub — Share flyers, hotlines, Employee Assistance Program (EAP) info, and community resources.
- Host a naloxone (opioid reversal agent) training — Invite a local recovery organization, or make a recorded informational video available for all to view with information on how to access it.
- Hold a recovery ally training — Partner with local recovery organizations to teach employees how to support colleagues in recovery.
- Have a company-wide “book club” — Add a book on recovery and resilience to a recommended reading list and host a session or a Slack channel for discussion.



DISPLAY & SHARE

- Language matters initiative — Provide a guide on person-first, non-stigmatizing language around Substance Use Disorder and recovery.
- Purple Day — Choose a day where staff wear purple (the color of recovery) to show solidarity.
- Give away themed swag — Design and print recovery-related merch, like stickers, for people to show off.
- Governor’s Office proclamation — Inquire with your state’s Governor’s Office to see if they have made a proclamation for Recovery Month and post it for others to see.
- Create a mural — Ask everyone to draw something or write something encouraging on a purple sticky note, and create an image or mural on a publicly visible wall at your workplace for the month of September.
- Display a plant — Care for a plant representing growth beyond substance use (bonus if it's purple!)



CHANGE & POST

- Use a unique, recovery-centric, virtual platform background throughout the month — Change your screensaver, make your Outlook/Google theme purple, etc.
- Add a recovery image or resource to your email signature — Nationally certified RFWs can request the file for this premade one:



- Post to Socials — Post to social media, use social banners, and tag the official hashtag - #RecoveryMonth on corporate or personal pages - [SAMHSA Recovery Month Toolkit](#) has pre-made templates.
- Write a blog post about recovery — (ex - how Recovery Friendly Workplace practices have impacted you) for your company's website or LinkedIn page and propose they post it.

Pro tip: Keep activities voluntary and inclusive—avoid singling out individuals. The focus should be on education, allyship, and creating a supportive culture.



COMMUNITY & CONNECTION

- Connection is considered the opposite of addiction (also known as Substance Use Disorder) — Reach out to someone that you haven't spoken to in a while. Say hello, check in, send words of encouragement, etc.
- Support a local restaurant that offers mocktails on their menu — Order group takeout, get catering for a meeting, etc.
- Donate time or resources to a local organization supporting recovery. Employers - allow for a volunteer day during the month at a local treatment provider or recovery organization.
- Support a business that is certified or designated at the national or state levels as Recovery Friendly Workplaces
- Company walk or rally — Organize or join a local recovery walk to show visible support.
- Host a company potluck with recovery resources as handouts — Ask your EAP to generate a promotional flyer regarding available services.



WELLNESS & SUPPORT

- Appreciation events — Curate a series of small events coordinated by an RFW culture committee, if your workplace has one. If they do not, propose the idea of implementing an RFW culture committee at your place of work.
- Mindfulness or stress-management workshops — Promote healthy coping tools that support overall wellness.
- Substance-free social events — Host a coffee tasting, fitness challenge, or family-friendly event that doesn't revolve around alcohol.
- Peer support circle — Offer optional, confidential peer-led groups during September for those in recovery.
- SBIRT assessment — Host an onsite, anonymous assessment through a local provider organization.



RECOGNITION & COMMITMENT

- Highlight workplace policies that support recovery — (EAP, time off for treatment, flexible schedules, etc.).
- Celebrate recovery champions — Recognize employees, departments, or leaders who advocate for recovery support.
- Company statement or pledge — Publicly affirm your workplace’s commitment to reducing stigma and supporting recovery.
- Use Recovery Month to announce new initiatives — ex - expanding peer support, adjusting HR policies, or partnering with new community organizations.
- Share with others ways your employer fosters a Recovery Friendly Workplace environment — What are the unique pathways they took to obtain certification as an RFW?
- End September with a leadership pledge to sustain momentum beyond the month.

RECOVERY MONTH CELEBRATIONS



These are ideas for how you can acknowledge Recovery Month as a Recovery Friendly Workplace, but it is not exhaustive. We gathered ideas with the help of RFW state leaders and employers from across the country and we would love to hear how you choose to celebrate. Share your ideas for celebration with us and others because when we celebrate recovery out loud, we work toward reducing stigma to ultimately encourage others to get well and stay well. Tag us on LinkedIn and don't forget to use the official hashtag: #RecoveryMonth to inspire other employers nationwide!
