



National Recovery Friendly Workplace Certification

What Is a Recovery Friendly Workplace?

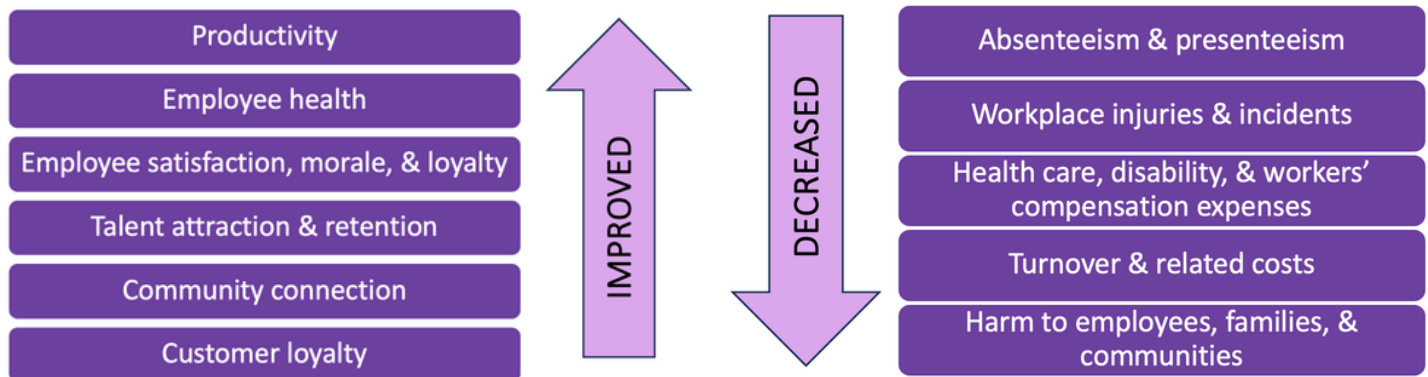
A Recovery Friendly Workplace (RFW) is a place of work in which the employer, in collaboration with employees, establishes, maintains, and continually enhances policies, practices, and a culture and work environment that are supportive of current and prospective employees in recovery from, or otherwise affected by, substance use disorders (SUD).

"RFW does not bring the problem to the workplace; it brings the solution to a problem that already exists."

Why RFW Matters

- Substance use in the workforce is widespread and untreated SUD is extremely costly to employers (\$81 billion annually)
- 2/3 of U.S. households are affected by SUD, but people spend a bulk of their time at work making workplaces powerful platforms to support recovery and reduce stigma
- 14 million U.S. employees working are in long term recovery with an additional ~27 million U.S. employees working with an active SUD

Benefits of Recovery Friendly Workplace

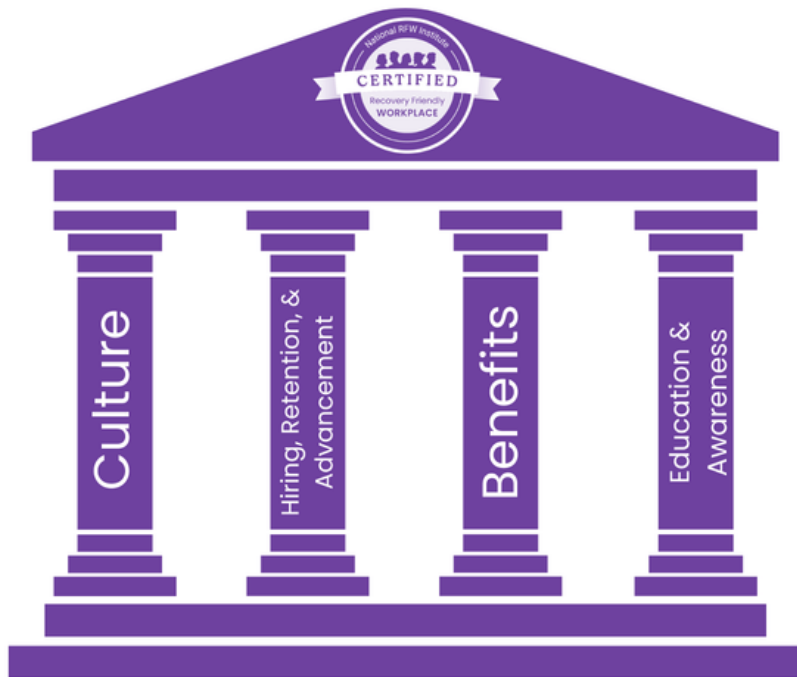


Benefits of National RFW Certification

- Connection to a certified employer to assist in certification process and program design
- Use of the RFW national logo as emblem of distinction to employees, clients, consumers, and community
- Public listing on the Institute's site and presentations
- Joint press releases, promotional assistance, and digital support in communicating achievement internally and externally
- Exclusive access to online community platform to share resources and have discussions with other certified RFWs
- Opportunities to speak and showcase employer at national forums and conferences
- Access to policy templates, webinars, and emerging research
- Invitation to National RFW Employers Conference, **& more!**

Sources: Federal survey (NSDUH via SAMHSA), Recovery [Friendly] Workplace Toolkit, National Safety Council

Certification Pillars & Point System



A minimum of 40 out of 100+ points is required, with points needed in all four pillars:

Culture (25 pts): RFW statement, resource group, substance-free options, highly placed ally, charitable support

Hiring, Retention & Advancement (30 pts): Fair chance hiring, return-to-work support, proactive recruitment, flexible work options

Benefits (30 pts): credible medical guidelines, reliable health insurance, no-cost assistance, maintained resource list

Education & Awareness (20 pts): employee awareness, SUD and recovery education, naloxone access

Certification Process



rfwinstitute.org/certification/about-certification/

Nationally Certified RFWs



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Vermont Association for
Mental Health &
Addiction Recovery



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