



RECOVERY
—READY—
WORKPLACE



Can People Actually Recover from Addiction?

YES!

22 million Americans



identify themselves as people in recovery. Long-term recovery is possible and happens all the time!

Recovery is much more than just stopping use of drugs or alcohol. It is a journey of growth, improvement, and perseverance. A person in recovery is living a life with purpose and hope and can overcome setbacks to reach their goals.

How does someone recover?

- **Clinical pathways:** professional help such as medication, counseling, and inpatient, long-term residential, or outpatient care.
- **Non-clinical pathways:** basic needs like health care, job training, transportation, and education, and other supports like AA, NA, and SMART Recovery or Recovery Support Centers.
- **Natural recovery:** symptoms of SUD go into remission without formal help, usually along with other improvements in behavior, outlook, or identity.

Recovery in the Workplace

Work is an important factor in many people's abilities to maintain their recovery.

In fact, **having a job is a top predictor of positive outcomes for people in recovery.** Why is that? Jobs provide a legal income, economic security, daily purpose and meaning, and social relationships — key contributors to a life in recovery.

How can I support people who are in recovery?

- **Recognize that recovery is a process.** Recovery often includes both successes and setbacks. Recurrence of symptoms can be a normal part of recovery and is not a sign of failure.
- **Promote a healthy lifestyle.** Recovery is about more than just stopping use. It involves all aspects of keeping healthy—physically, mentally, and spiritually.
- **Offer help when help is needed.** Learn about local services that are available to people who may need support. Treat your colleagues and employees with an SUD the same way you would treat them if they had any other chronic medical illness—with compassion, without judgement, and with a shared goal to help them get better.
- **Learn about substance use disorders.** Read our fact sheet or other materials, go to a webinar or class, or visit other **Recovery Ready Workplace** sites online.

Take the Pledge!



Show your commitment to recovery ready policies and practices by taking the Recovery Ready Workplace pledge at [The Recovery Ready Workplace - MassHire Holyoke Career Center](#). Employers can take the pledge to show their support for people in recovery and their contribution to the Hampden County workforce!

A Recovery Ready Workplace



ACKNOWLEDGES and openly addresses employee experiences with drug and alcohol misuse and the process of recovery



EDUCATES employees about the disease of addiction, treatment options, and recovery supports



OFFERS SUPPORT to employees impacted by substance use in the form of policies, practices, and benefits

Sources:

Substance Abuse and Mental Health Services Administration (SAMHSA). <https://bit.ly/3tGdljS>

Recovery Research Institute. Pathways to Recovery. <https://bit.ly/2QhkW9W>

National Council on Alcoholism and Drug Dependence. Facing Addiction with NCADD - Guide to Multiple Pathways of Recovery. <https://bit.ly/3egBXZP>

Recovery Research Institute. <https://www.recoveryanswers.org/>

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