



**RECOVERY**  
**— READY —**  
**WORKPLACE**



## Does Your Workplace Stigmatize People in Recovery?



**You may not even realize it, but there is stigma toward people with substance use disorders (SUD), which can cause great harm!**

The words and attitudes that we use in our everyday interactions influence how people feel about themselves and how others treat them.

**These words hurt and cause shame, resistance to treatment, and poor health outcomes for people with addictions or who are in recovery.**

## What is stigma?

Stigma means negative views or ideas about people with certain traits. Stigma is common and harmful. It can lead to fear, discrimination, and negative thoughts about oneself. **There are different types of stigma:**

- **Public stigma:** “People with history of addiction are unmotivated and can’t be trusted.”
- **Self-stigma:** “I can’t hold down a good job because of my past mistakes.”
- **Structural stigma:** “It’s a policy that we don’t hire people with past drug offences on their record.”

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## Know the Facts! Medication for Addiction

Medications like **methadone**, **buprenorphine**, and **naltrexone** are among the best tools for recovery from addiction.

There is sometimes stigma against these meds. Some may say medication-assisted treatment (MAT) is “just trading one drug for another.”

This is wrong! MAT can be lifesaving treatment much like insulin is for diabetes.

## How can I fight stigma?

- Recognize it! Call it when you see it.
- Offer positive support for stigmatized people.
- Challenge the stigma associated with people in recovery. Shift to a strength-based view of how much they have accomplished by getting better.



Say This! <i>Person-centered language</i>	Not That! <i>Stigmatizing language</i>
Person with substance use disorder	Addict or junkie
Person involved with the justice system	Convict, criminal, ex-con, felon
Recurrence of use or symptoms	Relapse, lapse, slip
Medication-assisted treatment	Replacement therapy / replacement medication
In recovery	Clean

People diagnosed with SUD are protected from workplace discrimination by the Americans with Disabilities Act (ADA).

### 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:

Shatterproof. (2020). *A Movement to End Addiction Stigma*. Retrieved from <https://bit.ly/3to8HWs>

Recovery Research Institute Addictionary®. <https://www.recoveryanswers.org/addiction-ary/>

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