

Sample Activities for RFW Designation:

- 1) Updating/creating policies/practices addressing hiring, retention, and support of employees with an opioid or other substance use disorder;**
 - a) Declaration to employees.
 - b) Adopt a “naloxone in the workplace” policy.
 - c) Remove drug testing as a precursor to offering employment where appropriate.
 - d) Adopt a health insurance plan that has robust offerings to cover behavioral health treatment and support.
 - e) Have a designated team or individuals that addresses recovery and mental health with leadership support. (*Ex. Develop a RFW committee or incorporate RFW into existing health/wellness committees*)
 - f) Sponsor or participate in a local recovery event annually.
 - g) Celebrate [Recovery Month](#) annually in September.
 - h) Adopt flexible time off policies to accommodate recovery meetings.

- 2) Stigma-reducing programming for the workplace;**
 - a) Participate in a local recovery event.
 - b) Celebrate [Recovery Month](#) in September.
 - c) Provide behavioral health benefit information to employees as part of onboarding and/or regular wellness offerings.
 - d) Show employees that supporting their mental wellness is a priority by:
 - i) Sharing information on mental wellness such as factsheets on topics like stress, depression, anxiety, trauma, & substance use.
 - ii) Providing [Mental Health First Aid training](#).
 - iii) Surveying employees on mental health and well-being.
 - e) Host at least one recovery friendly social event for employees (i.e. instead of happy hour, host a social event that does not include alcohol or substances).
 - f) Hosting transitional work experience or on-the-job-training for individuals in recovery who are referred by American Job Centers.

- 3) Providing naloxone training for employees and having naloxone present in the workplace; and,**
 - a) Staff training on overdose response and naloxone administration.
 - b) Include naloxone in first aid kit(s).

- 4) Contributing to ongoing data collection via surveys, monthly reporting, etc.**
 - a) Take the introductory survey & meet with RF advisor to review results.
 - b) Refer an employer partner to take the introductory survey and meet with RF Advisor.
 - c) Take UMD’s Survey, *Employer perspectives on the need for resources to address opioid use in the workplace* at 6 months of RFW involvement.
 - d) Take UMD’s Survey, *Employer perspectives on the need for resources to address opioid use in the workplace* at 12 months of RFW involvement.