



STATE OF RHODE ISLAND

Recovery Friendly Workplace

Helping employers respond to substance use and mental health conditions in the Rhode Island workforce



Our goal is to provide consulting, guidance, training, and technical support to help organizations implement evidence-based workplace practices and support for employees in treatment and recovery, those looking to enter treatment, and people in recovery looking to reengage the workforce.

The Rhode Island Recovery Friendly Workplace (RFW) Initiative acknowledges the critical role employers and institutions hold in elevating the importance of substance use and mental health conditions in the workplace and is dedicated to equipping them to address it.

WHY BECOME A RECOVERY FRIENDLY WORKPLACE

INCREASED PRODUCTIVITY AND PERFORMANCE

By creating a supportive environment that acknowledges and accommodates the needs of individuals in recovery, businesses can experience improved focus, commitment, and overall work output from their employees.

REDUCED ABSENTEEISM AND TURNOVER

When employees feel supported in recovery journeys, they are more likely to remain with the company, reducing costs associated with recruitment, onboarding, and lost productivity.

ENHANCED EMPLOYEE WELL-BEING

A recovery-friendly workplace contributes to the overall well-being of employees. Evidence shows that individuals in supportive

environments are more likely to experience reduced stress, improved mental health, and an increased job satisfaction.

POSITIVE IMPACT ON WORKPLACE CULTURE

Evidence-based practices demonstrate that promoting understanding, empathy, and support for individuals in recovery creates a more inclusive and compassionate work environment, contributing to a positive company culture.

ACCESS TO A DIVERSE TALENT POOL

Becoming a recovery-friendly workplace widens the talent pool available to a business. By actively supporting recovery, businesses can tap into a diverse and often untapped talent pool, gaining a competitive advantage in recruitment and retention.

LIST OF MEMBERS

- Gilbane Construction
- Rhode Island Manufacturing Association
- CODAC
- Coastline EAP
- RICARES
- SUMHLC
- Marigold Health
- Town of East Greenwich
- Victa

- Project Weber/Renew
- Crossroads
- Newport County Prevention Coalition
- Family Service of Rhode Island
- Warwick Public Library
- Oehrli Coaching & Communications LLC
- Gruben Charitable Foundation
- Community Care Alliance
- Polaris MEP
- New England Medical Innovation Center

- Cargill
- 2nd Act
- Southern Providence County Prevention Coalition
- Farm Fresh Rhode Island
- Anchor Recovery
- Neighborhood Health Plan of Rhode Island
- Zinnia Health
- East Bay Community Action Program
- Cranston Public Library
- Healthcentric Advisors



“Safety is our number one priority at Gilbane. However, not every injury can be easily seen. We engage with Recovery Friendly Workplace because we want our employees to know we care about their mental health as well as physical health. We have discussions openly in meetings about mental health issues and create an environment where sharing concerns is not only okay; it’s encouraged.”

MIKE BUSAM, GILBANE BUILDING COMPANY’S RI BUSINESS LEADER

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