

# COLORADO RECOVERY FRIENDLY WORKPLACE INITIATIVE

Helping employers respond to mental health, substance-use, and addiction challenges in the American workforce.

**Substance misuse and addiction costs Colorado businesses over \$4.5 billion per year.\***

## About

The Colorado Recovery Friendly Workplace (RFW) Initiative works with partners and employers to address the major mental health challenges facing workforces and communities including depression, suicide, and substance use disorders.

The Center for Health, Work & Environment and the Colorado Consortium for Prescription Drug Abuse Prevention are collaborating to address the national mental health crisis and substance use epidemic. Our goals are to educate, train, and provide resources to support employees in treatment and recovery.

## Join us



Now is the time  
to make *real*  
change.

## Get involved



### Pledge

For C-suite executives and other business leaders across all sectors, the Pledge is an acknowledgment that your organization prioritizes mental health, addiction prevention, treatment, and recovery support for all employees.



### Employer Workgroup

This group represents Colorado employers who are champions for RFW policies and practices and are the voice of local employers on statewide RFW issues.



### Toolkit

A comprehensive document that identifies the steps your organization can take to enhance organizational effectiveness and become a workplace that supports all employees, especially those in recovery from addiction.



### Advising

Schedule your RFW advising session to review and receive guidance on how to implement evidence-based policies and procedures.

# The Colorado Recovery Friendly Workplace Pledge

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## **What happens after I pledge?**

You join a community of advocates committed to improving mental well-being in the workplace and across Colorado. We will coordinate with you to review what your organization is currently doing to support employees and work with you to implement strategies from Colorado's RFW Toolkit. These resources will empower your organization to make changes that benefit and support your employees, strengthening your workforce.

## **Colorado Recovery Friendly Workplace Pledge**

Addiction and mental health crises are problems our organization is committed to help solve. By signing below, I pledge that my organization will do what it can to take action.

1. Our organization pledges to create a workplace where it is safe to have uncomfortable and often difficult conversations about addiction and mental health.
2. Our organization pledges to educate employees about the dangers of substance misuse and dispel the myths and stigma surrounding addiction and mental health.
3. Our organization pledges to support employees and family members' access to high-quality prevention, treatment, and/or recovery services.
4. We pledge to create a healthy, safe, and stigma-free work environment by participating in Colorado's RFW Initiative.