

Recovery Friendly Workplace Survey

The Northwest North Carolina Cohort of
Recovery to Work Professionals

May 2022

**Published by The Surry County Office of Substance Abuse Recovery (SCOSAR)
Dobson, NC**

Acknowledgements:

This report was prepared by the Surry County Office of Substance Abuse Recovery (SCOSAR) and was funded in part through grants from the Bureau of Justice Assistance, Comprehensive Opioid, Stimulant, and Substance Abuse Program (COSSAP), Office of Justice Programs, U.S. Department of Justice and by the Appalachian Regional Commission (ARC) INSPIRE Initiative. Neither the U.S. Department of Justice or the Appalachian Regional Commission nor any of its components operate, control, are responsible for, or necessarily endorse, this publication (including, without limitation, its content, technical infrastructure, and policies, and any services or tools provided).

Disclaimer:

The views, opinions and content of this publication do not necessarily reflect the views, opinions, or policies of the County of Surry, NC, or The Northwest North Carolina Cohort of Recovery to Work Professionals or the Recovery-to-Work Regional Learning Academy.

Special Thank You to:

Forsyth Regional Opioid and Substance Use Team (FROST)
Mediation and Restorative Justice Center of Western North Carolina
Piedmont Triad Regional Council (PTRC)
Wilkes Recovery Revolution
The Appalachian Regional Commission (ARC)
The Development District of Appalachia

Recommended Citation:

Surry County Office of Substance Abuse Recovery. (2022). *The Northwest North Carolina Cohort of Recovery to Work Professionals – Recovery Friendly Workplace Survey*. Dobson, NC.



surrycountycares.com

Summary of Comments Collected from the Recovery Friendly Workplace Survey

"To make certain we are successful in providing a supportive environment and that individuals are surrounded by other employees who will be a positive factor in their recovery."

"Not sure I think this sounds like an interesting program to help those who are recovering."

"Ensuring that someone has achieved stability and they are ready for the day-to-day stressors that can come with a career."

"Detailed training. Assistance with monitoring and performance evaluation of the recovering individual for the first year of employment."

"Other businesses - such as retail stores, restaurants, or offices not requiring licenses may be more well suited for RECOVERY CULTURE employment programs."

"Because Recovery is a huge part of our business and we've seen it to work when worked!"

"The business must see success from the initial Recovery hires. If there are many problems with them it will be extremely difficult for most businesses to continue with the effort to build a recovery friendly workplace. Employers will expect accountability from the recovering addict."

"We lack resources to assist in a person's recovery. Most folks in recovery are newer employees. We may not know they are recovering until an issue arises that requires they miss work which effects their attendance. Additional support and education for employers would be great."

Table of Contents

Cohort Learning Academy and Purpose	5
Introduction	7
Distribution Method	7
Survey Information Provided to Respondents	7
Summary of Results.....	10
Section 1: Organizational Status	11
Question 1: What County do you represent?.....	11
What County do you represent?	11
Question 2: How would you rate your knowledge of Recovery Friendly Workplaces?	13
Question 3: What would be your primary concern if your company were to embrace a Recovery Friendly Workplace?	14
Question 4: What type of support would be most valuable to you if you were to implement a Recovery Friendly Workplace Initiative?	16
Question 5: What topics would be most valuable to you if you were to set up a Recovery Friendly Workplace program?	18
Question 6: What factors would motivate your company to implement a Recovery Friendly Workplace program?	20
Question 7: My professional role is best described as:	22
Question 7: My company is best described as:	24
Question 8: The number of employees where I work is:	26
Question 9: My organization currently offers recovery education and training for employers and employees.....	27
Section 2: Organizational Capacity.....	28
Question 10: My organization offers an Employee Assistance Program (EAP) that offers behavioral health supports for employees in need.....	28
Question 11: My organizational human resources department or staff have policies in place to address behavioral health issues that arise in the workplace.	29
Question 12: My organizational human resources department or staff have policies in place to address behavioral health issues that arise in the workplace.	30
Question 13: My organization currently offers internal, or through external contracts, peer recovery support services for employees in or seeking recovery.	31
Question 14: My organization maintains an up-to-date list of prevention, treatment, and recovery support organizations available to employees in their communities.	32

Question 15: My organization allows for flexible time off for employees to attend recovery support activities and events.....	33
Question 16: My organization has policies in place that promote a successful and non-punitive return to work for employees who engage in behavioral health treatment.	34
Question 17: Please share other items that are important to you about the topic of Substance Use in our community and needs within your organization. Your thoughts and opinions are very important to us.	35
Appendix A: Survey Instrument.....	37

Cohort Learning Academy and Purpose

Results of the Recovery Friendly Workplace Survey are due in large part due to efforts of the Northwest Piedmont Recovery to Work Regional Learning Academy sponsored by the Development District Association of Appalachia¹.

Due to the successful work of the Cohort Learning Academy Core Team subsequently a Northwest NC Opioid/Substance Use Collaborative was created to ensure long term program sustainability of efforts. The Northwest NC Opioid/Substance Use Collaborative is comprised of multiple groups and agencies operating across several counties from the High Country to the Piedmont in North Carolina. The group formed with a shared vision to create a sustained impact to increase access and opportunities across the region for the SUD population. The group meets to share best practices, leverage key resources, and build capacity to engage with regional stakeholders across treatment facilities, employers, local governments and non-profit organizations.

The Northwest NC Opioid/Substance Use Collaborative participated in the Recovery to Work Learning Academy, funded by the Appalachian Regional Commission, to develop plans that aimed at addressing the local opioid and alcohol abuse crisis. The Learning Academy supports regional efforts to develop a stronger network to fight the crisis — a successful “ecosystem” of regional organizations working together to help those recovery from substance use disorder find and keep jobs.

Members of the region’s Learning Academy core team included:

- Michelle Slaton, Workforce Program and Operations Lead, Piedmont Triad Regional Workforce Development Board
- Mark Willis, Director, Surry County Office of Substance Abuse Recovery (SCOSAR)
- Jamie Edwards, Data Research Analyst, Surry County Office of Substance Abuse Recovery (SCOSAR)
- Sonya Cheek, Peer Support Specialist, Surry County Office of Substance Abuse Recovery (SCOSAR)
- Ariana Williamson, Project Coordinator for ProjectHOW, Wilkes Recovery Revolution, Inc.
- Dr. Marisa Cornell, Executive Director, Mediation and Restorative Justice Center (MRJC)
- Mackenzie Laney, Sentencing Circles Coordinator, Mediation and Restorative Justice Center (MRJC)
- Amanda Clark, Health Educator II and Lead of Forsyth Regional Opioid & Substance Use Team (FROST)

The team focused on bringing together support teams from across Northwest North Carolina with the purpose to help individuals with a history of substance use disorders to successfully navigate sustained recovery through meaningful employment. Through input from

¹ To learn more about the Development District of Appalachia visit: <https://www.appalachiandevelopment.org/>

stakeholders, discussions among the core team leaders, and several working sessions with the facilitation team, the core team developed a regional action plan focused on three key goals and key strategies associated with each:

1. Assess readiness of key stakeholders and systems and barriers in the region.
 - a. Review existing data sources in region
 - b. Identify regional and county specific capabilities
2. Raise the visibility of the SU crisis in our communities, as well as the visibility of the response to this crisis.
 - a. Develop common language and messaging to help reduce the stigma associated with substance use disorders
 - b. Engage in community outreach to be recognized as leaders in the substance use and recovery space
 - c. Continue collaboration and the building of this cross-county group
3. Support employers as Recovery to Work Partners.
 - a. Support the Recovery Friendly Workplace Initiative and North Carolina Toolkit as they develop
 - b. Adapt and Customize the Recovery Friendly Workplace Initiative in other counties represented by the Cohort, as deemed appropriate
 - c. Engage in strategic planning regarding future funding opportunities

Through the above action plan, the team will effectively build, implement, and maintain a productive Recovery Friendly Workplace program, an impactful Workforce Development Program, and a safe Re-entry program that maximizes the assets offered by the members and the Northwest North Carolina Opioid/Substance Abuse Collaborative.

Introduction

A Recovery Friendly Workplace (RFPW) program is an employer-based effort that enables employees with substance use disorder (SUD) to stay employed during their recovery. RFPW programs destigmatize addiction, connect employers with training and resources, and have a positive economic impact for the employer through better employee retention, better productivity, and less turnover.

The goal of the survey was to help determine employer interest, capacity, and ability to support workplace focused substance use prevention and recovery activities within Northwest North Carolina. The survey was intended for the audience of stakeholders and leaders in the for profit and nonprofit employment sectors.

Distribution Method

One Hundred and Thirty-Eight (138) Recovery Friendly Workplace (FW) Surveys were collected from January 23, 2022 to March 21, 2022 using the following methodology:

1. Community Collection (paper and digital collection)
2. Email Distribution Collection (paper and digital collection)
3. Website Collection (digital collection)

Survey Information Provided to Respondents

To ensure appropriate informed consent, the following information was provided to survey recipients prior to the beginning of the instrument:

- How Long Will It Take Me to Complete?
 - It is expected to take most users about seven (7) minutes to complete.
- Statement of Confidentiality
 - We want to assure you that your responses to anonymous surveys are completely anonymous. Responses to anonymous surveys cannot be traced back to the respondent. No personally identifiable information is captured unless you voluntarily offer personal or contact information in any of the comment fields. Additionally, your responses are combined with those of many others and summarized in a report to further protect your anonymity.
- Use of Data
 - Summarized data collected in the survey will be presented in a formal and published reports of the Surry County Substance Abuse Recovery Office, The Northwest North Carolina Cohort of Recovery to Work Professionals and the Recovery-to-Work Regional Learning Academy. Results will also be available on the Surry County Substance Abuse Recovery Office Website (www.surrycares.com) by clicking on the Data Menu.

A full color graphic was provided to each participant prior to beginning the survey in order introducing Recovery Friendly Workplace concepts and the benefits of being a Recovery Friendly Workplace. The provided graphic is included on the next page.



FROST
Forsyth Regional Opioid & Substance Use Team



PIEDMONT TRIAD
REGIONAL COUNCIL

Recovery Friendly Workplace Introduction



Thank you for taking this step towards learning more about Recovery Friendly Workplaces (RFWs) and their critical role in fighting the disease of addiction.

The Northwest North Carolina Cohort of Recovery to Work Professionals is working to gather data from employers to enhance current efforts to bring this initiative to our communities. We appreciate your time in completing this survey.

Together, we can fight the stigma associated with individuals who use substances and those in recovery, address barriers to employment and retention in our communities, and support each unique path toward wellness.

We can't do this without you—so again, we say, **THANK YOU!**

An employee in recovery saves their employer an average of \$8,500 per year

Benefits of being a Recovery Friendly Workplace (RFW):

- Increased productivity
- Less absenteeism
- Healthier, happier employees
- A Recovery Friendly Advocate (RFA)
- Better retention/less turnover
- Community Partnerships/Exposure
- Established avenues for action if an employee shows signs for concern

70% of people who use substances are employed. Employers are incurring the costs.

1 in 3 people are affected by substance use personally or through the use of loved ones.



Information sourced from 2020 research by NORC at the University of Chicago, the National Safety Council, and recoveryfriendlyworkplace.com.

Summary of Results

The following points illustrate lessons learned due to the data collected from the Recovery Friendly Workplace Survey.

- Nine-teen (19) counties located within Northwestern North Carolina were included in the survey. Of these counties six-teen, at least one response was provided from thirteen of the counties (13). Additional submissions were also received from respondents representing multiple counties and municipalities coded in the 'Other' category.
- Only six-teen percent (16%) of respondents indicated they were extremely familiar of the Recovery Friendly Workplace Programming.
- Forty percent (40%) of those who responded indicated that the legal risk associated with Recovery Friendly Workplaces were a primary concern for implementation.
- Online webinars and seminars appeared to be the preferred method of learning about Recovery Friendly Workplaces of forty-six percent (46%) of survey completers. In addition, forty-three percent (43%) of the same pool indicated one to one business coaching and technical assistance were needed.
- Recovery Friendly Workplace Program Topics that were considered most beneficial to learn more about included:
 - Best Practices and Policies (67%)
 - Legal Issues to Know About (64%)
 - Implementation Strategies (62%)
 - Management of Employees within a Recovery Culture (60%)
- Sixty-three percent (63%) of respondents believed that adopting Recovery Friendly Workplace Practices could positively impact employee retention.
- In terms of the organizational roles of those submitting survey responses, forty-one percent (41%) classified themselves as a manager or supervisor while twenty-two percent (22) identified as an owner.
- Fifty-nine percent (59%) of the organizations represented reported a organizational size of 1 -50 employees.
- Of the participating organizations, fifty-eight percent (58%) of respondents reported to having policies in place to address employer behavioral health issues.
- Only fifty percent (50%) of those completing the questionnaire indicated they have policies that promote successful and non-punitive return to work supports of employees engaged in behavioral health treatment.

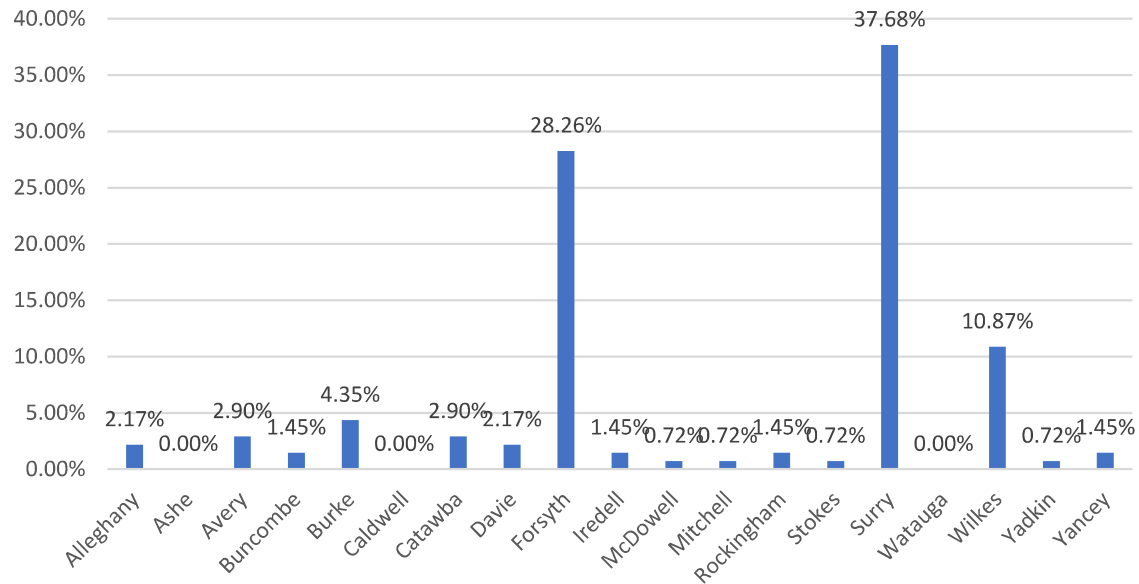
Section 1: Organizational Status

The Organizational Status Section of the survey collected information regarding the county representation of individuals submitting surveys. It is important to keep in mind often individuals submitting survey responses represent multiple counties given the rural nature of Northwest North Carolina.

Question 1: What County do you represent?

What County do you represent?		
Answer Choices	Responses	
Alleghany	2.17%	3
Ashe	0.00%	0
Avery	2.90%	4
Buncombe	1.45%	2
Burke	4.35%	6
Caldwell	0.00%	0
Catawba	2.90%	4
Davie	2.17%	3
Forsyth	28.26%	39
Iredell	1.45%	2
McDowell	0.72%	1
Mitchell	0.72%	1
Rockingham	1.45%	2
Stokes	0.72%	1
Surry	37.68%	52
Watauga	0.00%	0
Wilkes	10.87%	15
Yadkin	0.72%	1
Yancey	1.45%	2
Other (please specify)		19
	Answered	138
	Skipped	0

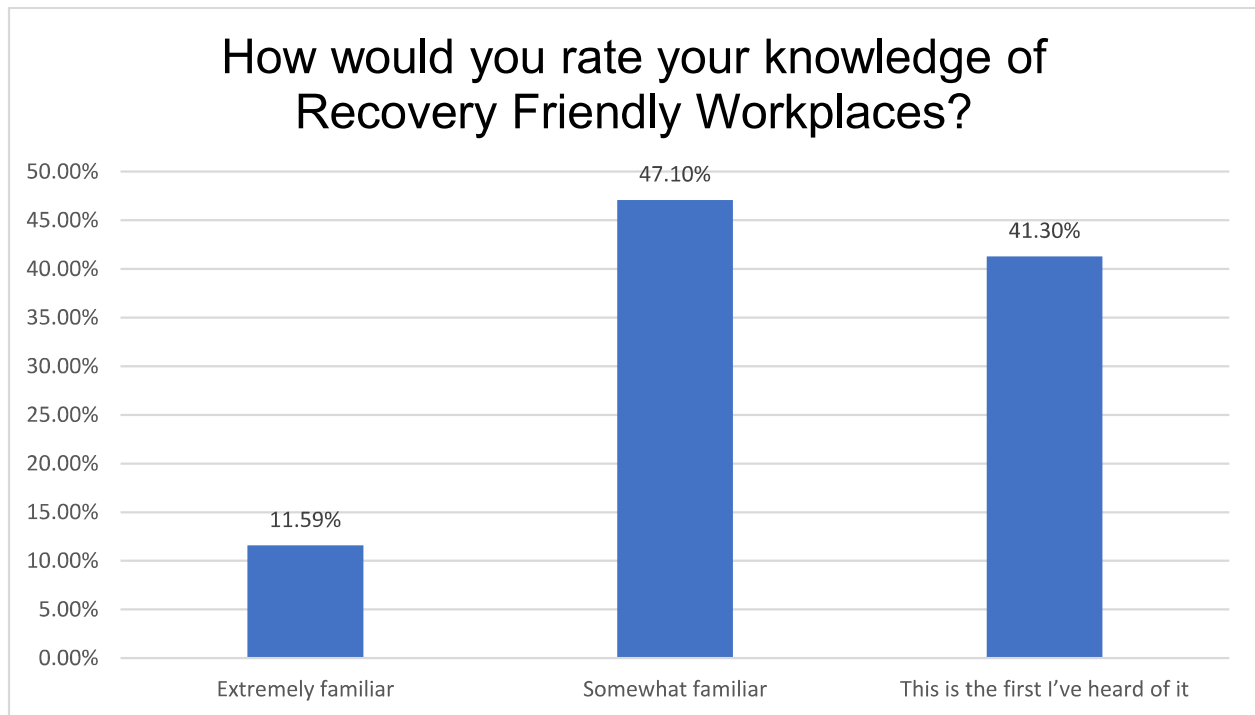
What County do you represent?



Other
Loveland
Herndon
Marietta
Meridian
Madison
Cookeville
Tulsa
LasCruces
Mililani Town
Randolph
Guilford
Yadkin, Stoke, Davie
Stokes, Yadkin, Davie
Stokes, Yadkin
Almost all of these
Multiple (almost all of these)
Stokes and Yadkin
Ashe & Alleghany

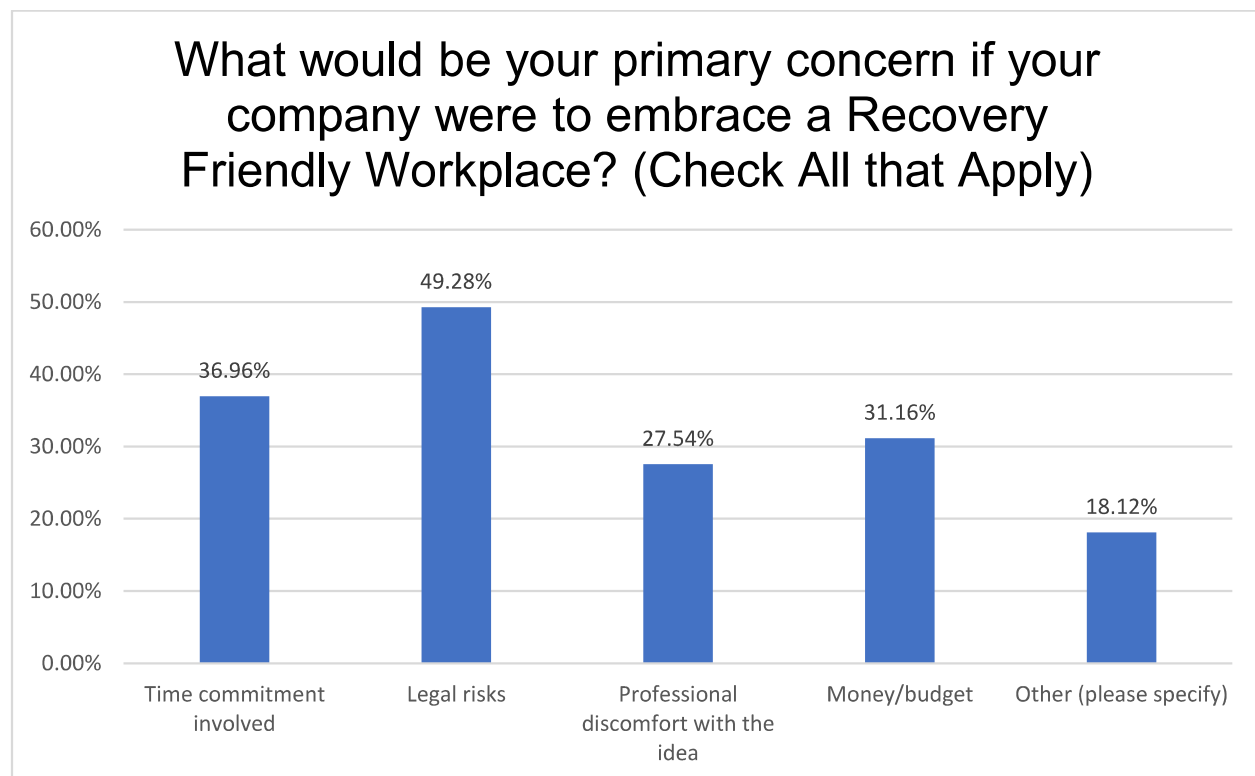
Question 2: How would you rate your knowledge of Recovery Friendly Workplaces?

How would you rate your knowledge of Recovery Friendly Workplaces?		
Answer Choices	Responses	
Extremely familiar	11.59%	16
Somewhat familiar	47.10%	65
This is the first I've heard of it	41.30%	57
	Answered	138
	Skipped	0



Question 3: What would be your primary concern if your company were to embrace a Recovery Friendly Workplace?

What would be your primary concern if your company were to embrace a Recovery Friendly Workplace? (Check All that Apply)		
Answer Choices	Responses	
Time commitment involved	36.96%	51
Legal risks	49.28%	68
Professional discomfort with the idea	27.54%	38
Money/budget	31.16%	43
Other (please specify)	18.12%	25
	Answered	138

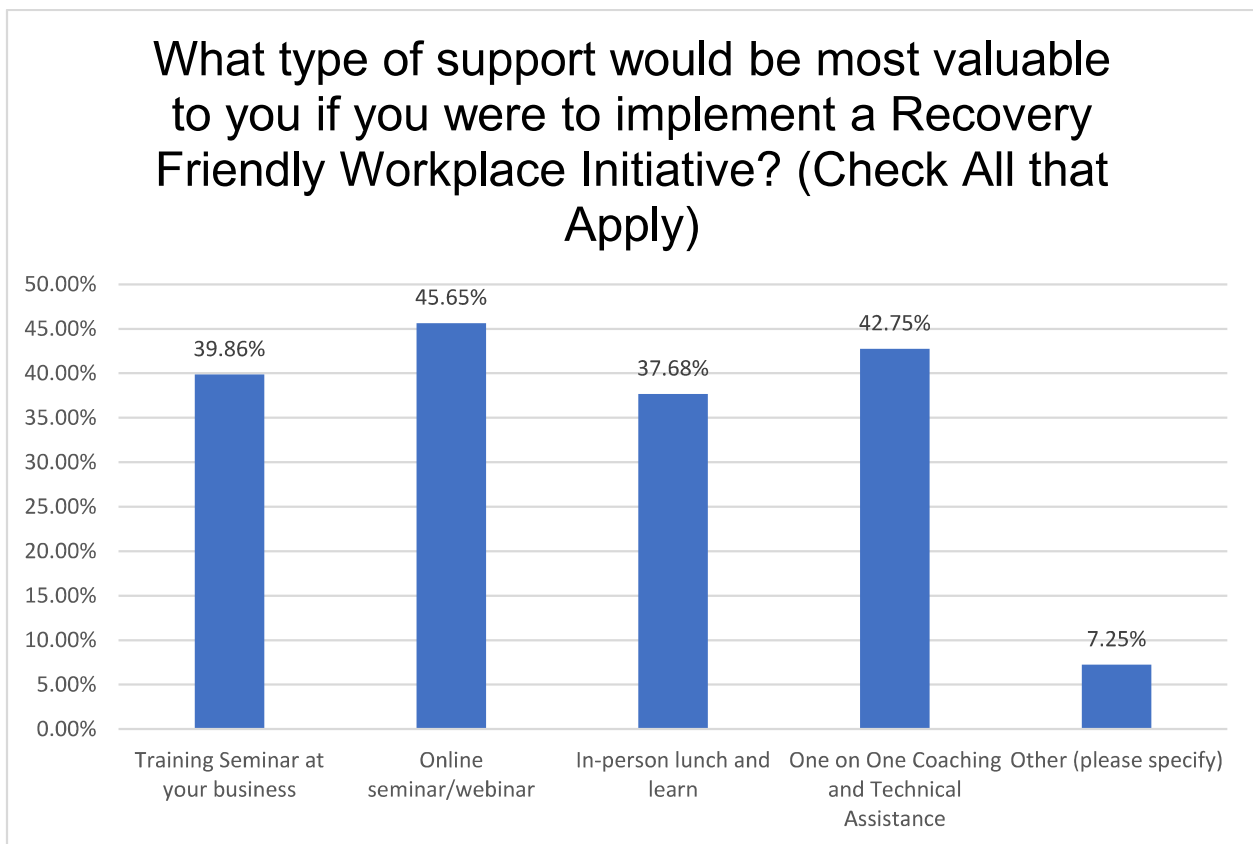


Other (please specify)
I would be pleased.
Will there be persons with lived experience working the program. Peer Support Specialist!
Recidivism
Need to know more first.
Workers getting hurt or injured on the job.
None
We are embracing a Recovery Friendly Workplace.
The requirement to rewrite my organization's HR policies.

Very small staff... I would be concerned about our overburdened workforce.
Any potential lack of productivity. Potential Dysfunction added to the workplace.
I don't really have a lot of concerns as long as it confidential with regards to our employees.
That my home office and regulations would prevent me from participating in the program.
None, have worked with recovering addicts before.
Don't know that we would have any concerns.
Transporting clients in vehicles, working in classrooms, and with building tools safety.
Disruption of work force.
None
Everyone in my former office is licensed as a property and casualty insurance agent. This is likely to be an obstacle.
Poor experiences in the past.
To make certain we are successful in providing a supportive environment and that individuals are surrounded by other employees who will be a positive factor in their recovery.
The potential for recovering addicts to create conflict, friction and disharmony with the existing staff.
Not sure I think this sounds like an interesting program to help those who are recovering.
Exploring company to the risk if there was a relapse and fell into old habits.
Ensuring that someone has achieved stability and they are ready for the day-to-day stressors that can come with a career.
Relapse and the effects that has on a company and other employees.

Question 4: What type of support would be most valuable to you if you were to implement a Recovery Friendly Workplace Initiative?

What type of support would be most valuable to you if you were to implement a Recovery Friendly Workplace Initiative? (Check All that Apply)		
Answer Choices	Responses	
Training Seminar at your business	39.86%	55
Online seminar/webinar	45.65%	63
In-person lunch and learn	37.68%	52
One on One Coaching and Technical Assistance	42.75%	59
Other (please specify)	7.25%	10
	Answered	138
	Skipped	0



Other (please specify)
Peer Support or lived experienced speaking on the matter.
Peer Support Specialist was included to help shape the program and the Peer Support Specialist was respectful as a professional.
Not really sure.
Education

N/A

Specific program available and if worker cannot comply, the worker must face consequences of employment ending.

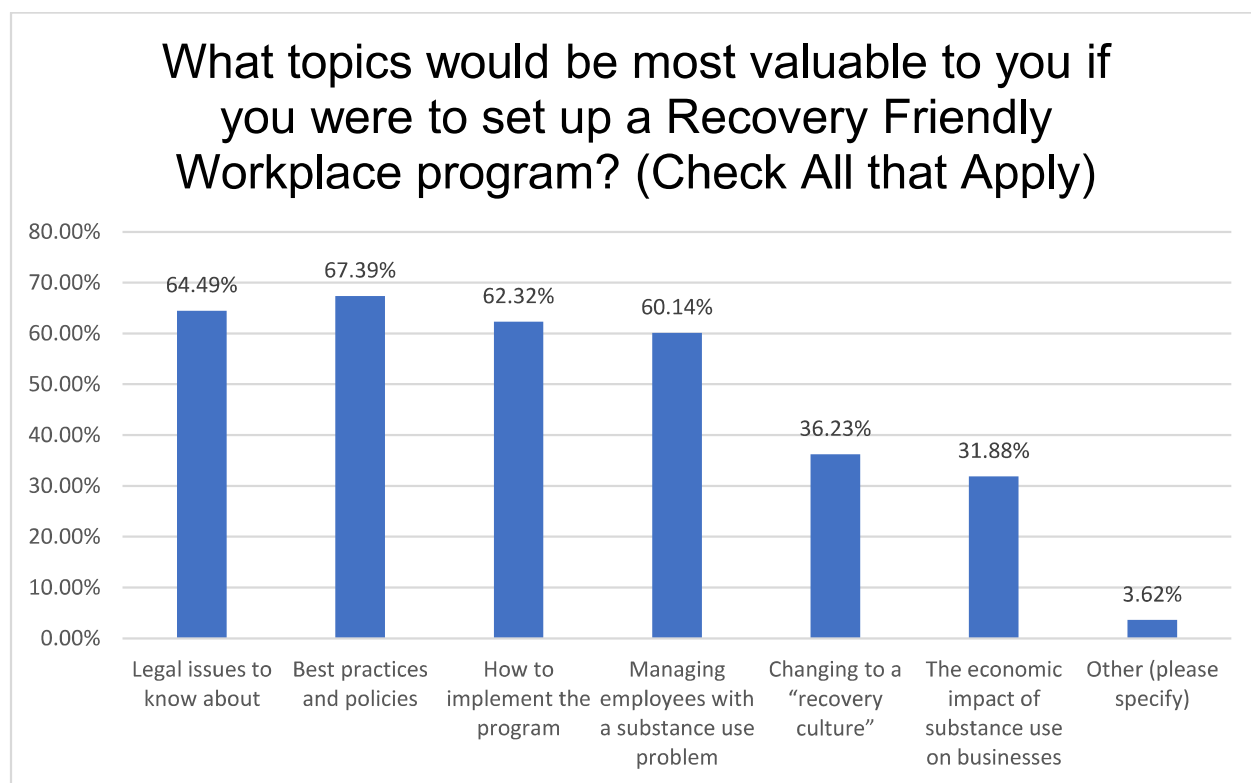
If an individual was in recovery and had a property and casualty insurance license with the state of NC -- then our company would need to run this through the HR dept- located in another county. Our insurance office here in Surry is owned by a bank in W Jefferson. In general, new employee hires have several years of insurance experience - and must have favorable criminal and credit background checks.

The Chamber of Commerce would be willing to partner with you to make a seminar available to our members (online or in person).

Detailed training. Assistance with monitoring and performance evaluation of the recovering individual for the first year of employment.

Question 5: What topics would be most valuable to you if you were to set up a Recovery Friendly Workplace program?

What topics would be most valuable to you if you were to set up a Recovery Friendly Workplace program? (Check All that Apply)		
Answer Choices	Responses	
Legal issues to know about.	64.49%	89
Best practices and policies.	67.39%	93
How to implement the program.	62.32%	86
Managing employees with a substance use problem.	60.14%	83
Changing to a "recovery culture".	36.23%	50
The economic impact of substance use on businesses.	31.88%	44
Other (please specify)	3.62%	5
	Answered	138
	Skipped	0



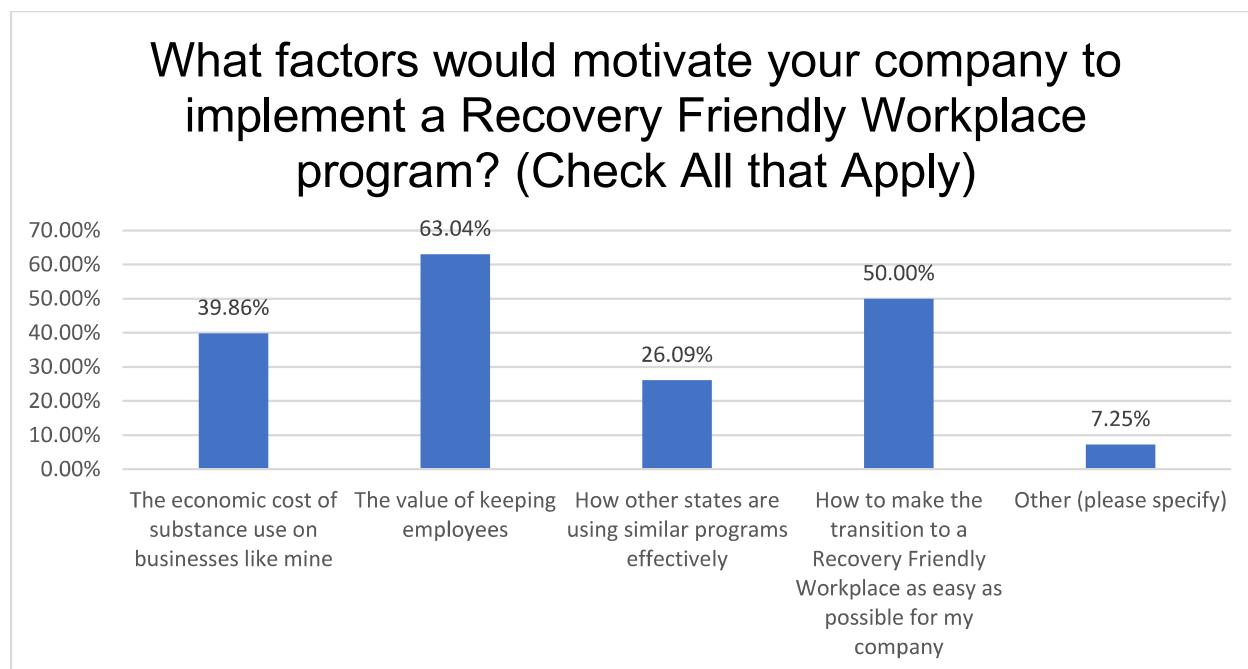
Other (please specify)
All of the above if a Peer Support Specialist was included to help shape the program and the Peer Support Specialist was respectful as a professional.
Liability Concerns.
Topics that all employees has to know.

Other businesses - such as retail stores, restaurants, or offices not requiring licenses may be more well suited for RECOVERY CULTURE employment programs.

Indemnification of the business for any damages and financial losses that occur as a result of misconduct by the employee for one year.

Question 6: What factors would motivate your company to implement a Recovery Friendly Workplace program?

What factors would motivate your company to implement a Recovery Friendly Workplace program? (Check All that Apply)		
Answer Choices	Responses	
The economic cost of substance use on businesses like mine	39.86%	55
The value of keeping employees	63.04%	87
How other states are using similar programs effectively	26.09%	36
How to make the transition to a Recovery Friendly Workplace as easy as possible for my company	50.00%	69
Other (please specify)	7.25%	10
	Answered	138
	Skipped	0



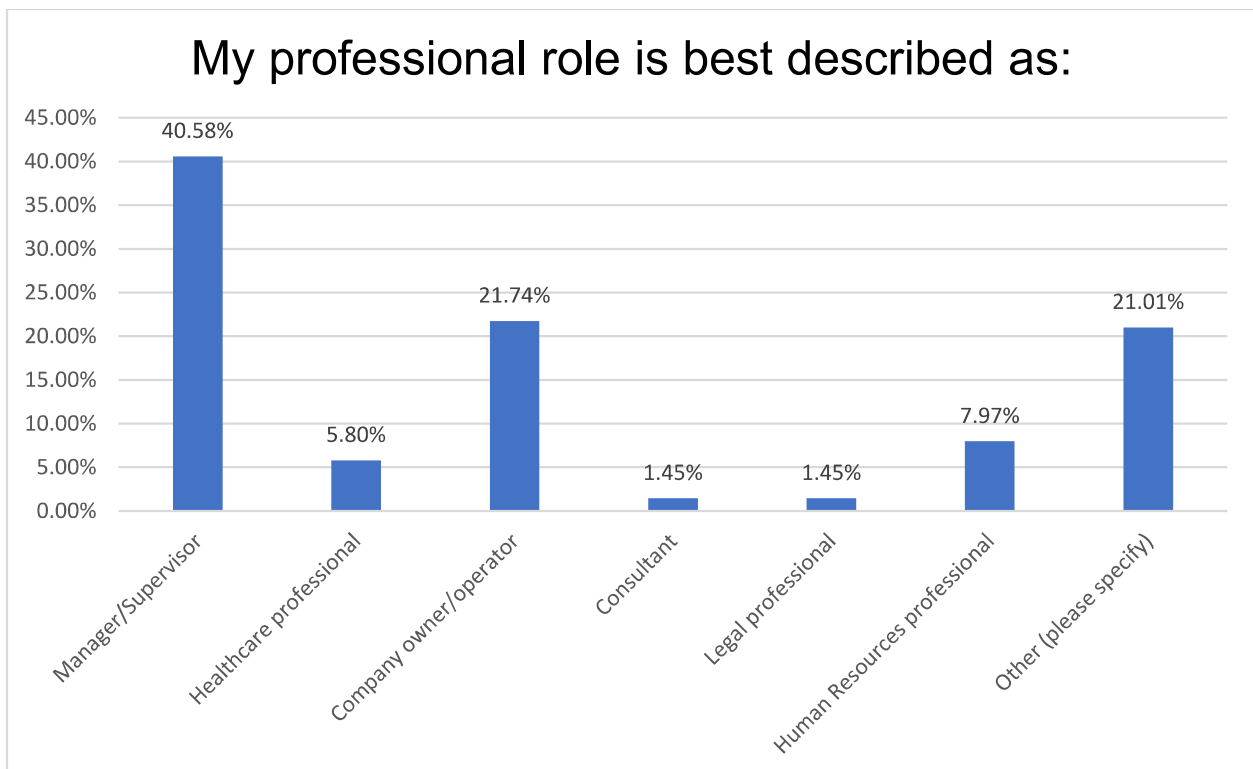
Other (please specify)
Would require legal changes to be possible in our field.
We are governed in certain areas that the employee must have a clean background.
To help employees who might need help and support.
Right now, not any.
Because Recovery is a huge part of our business and we've seen it to work when worked!
None. The risk are too severe in our nature of business.
I am retired.
Not sure the insurance office is a match for RFW: note, I am retired from this office and truly cannot speak on their behalf. My responses are conjecture!

The business must see success from the initial Recovery hires. If there are many problems with them it will be extremely difficult for most businesses to continue with the effort to build a recovery friendly workplace. Employers will expect accountability from the recovering addict.

Legal factors of being a home health provider.

Question 7: My professional role is best described as:

My professional role is best described as:		
Answer Choices	Responses	
Manager/Supervisor	40.58%	56
Healthcare professional	5.80%	8
Company owner/operator	21.74%	30
Consultant	1.45%	2
Legal professional	1.45%	2
Human Resources professional	7.97%	11
Other (please specify)	21.01%	29
	Answered	138
	Skipped	0

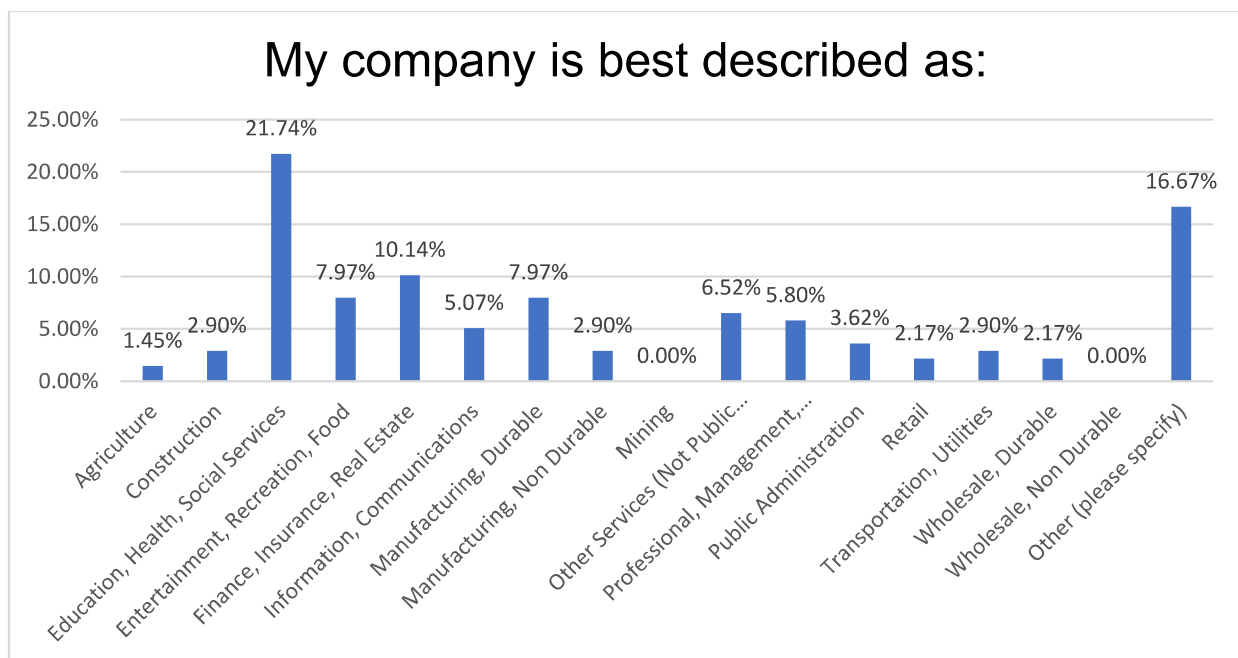


Other (please specify)
Peer Support Specialist
Worker
Sort of Human Resources and Company Controller
Executive
Administrative technician

Pump operator
Retail buyer
Babysitter
Electrical drafter
Registrar
PBX repairer
Tulsa
College faculty
Personal and home care aide
Welder
Media director
Director - Nonprofit Sector
VP of Finance. In charge of HR.
Finance Executive
Elected official
Financial Advisor
Case Worker
Community Health Worker
retired
Local Government Employee
Lender at bank
Executive Director
Co-Owner
PC

Question 7: My company is best described as:

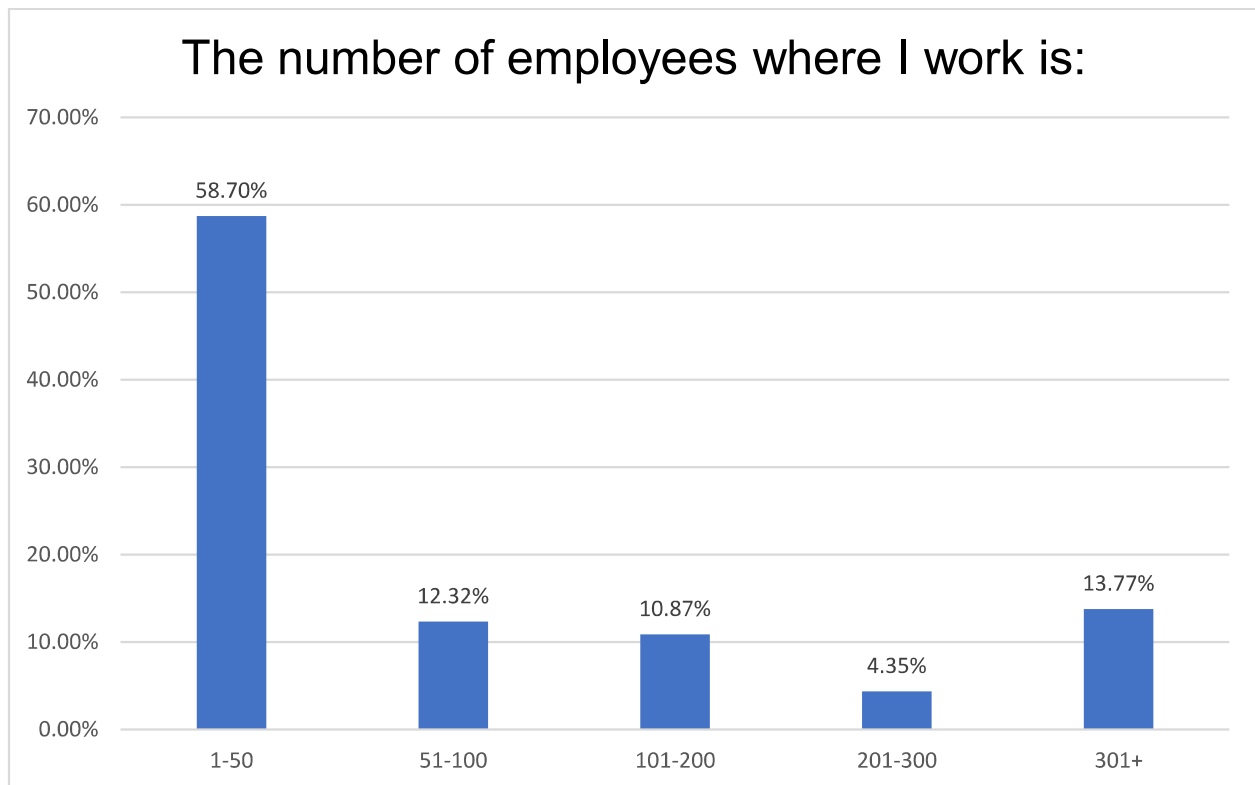
My company is best described as:		
Answer Choices	Responses	
Agriculture	1.45%	2
Construction	2.90%	4
Education, Health, Social Services	21.74%	30
Entertainment, Recreation, Food	7.97%	11
Finance, Insurance, Real Estate	10.14%	14
Information, Communications	5.07%	7
Manufacturing, Durable	7.97%	11
Manufacturing, Non-Durable	2.90%	4
Mining	0.00%	0
Other Services (Not Public Administration)	6.52%	9
Professional, Management, Administration	5.80%	8
Public Administration	3.62%	5
Retail	2.17%	3
Transportation, Utilities	2.90%	4
Wholesale, Durable	2.17%	3
Wholesale, Non-Durable	0.00%	0
Other (please specify)	16.67%	23
	Answered	138



Other (please specify)
Food and beverage manufacture and distribution
Health and Beauty Hair Salon
Home care
Treatment
Hospitality/Hotel/Lodging
Administrative technician
Retail buyer
Electrical drafter
Strategy Planner
Food Processing
Non-profit human services organization
Non-profit performing arts
Spa/Esthetics/sales
Landscaping and Grading
Staffing, Recruiting & Consulting
nonprofit
nonprofit
Local Government
Travel and Tourism
Art space
Non-profit
Non-profit
Lodging, tourism

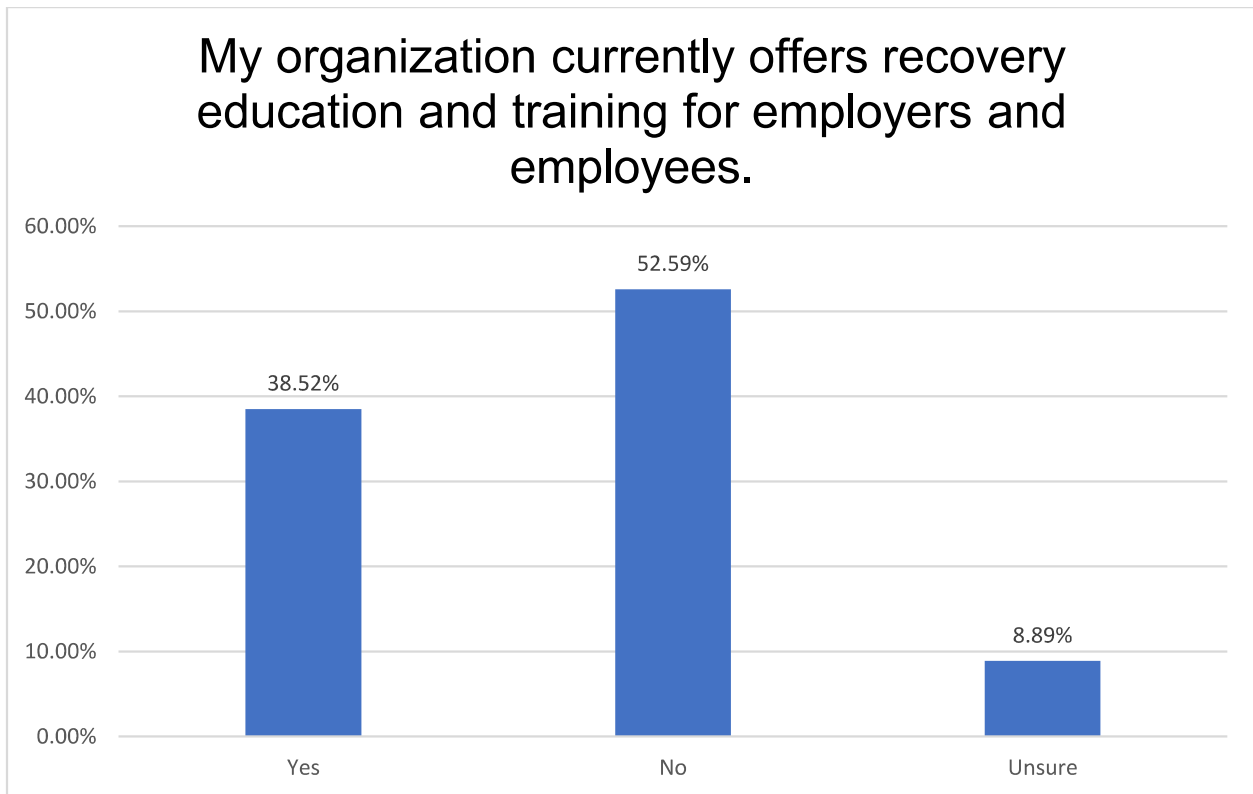
Question 8: The number of employees where I work is:

The number of employees where I work is:		
Answer Choices	Responses	
1-50	58.70%	81
51-100	12.32%	17
101-200	10.87%	15
201-300	4.35%	6
301+	13.77%	19
	Answered	138
	Skipped	0



Question 9: My organization currently offers recovery education and training for employers and employees.

My organization currently offers recovery education and training for employers and employees.		
Answer Choices	Responses	
Yes	38.52%	52
No	52.59%	71
Unsure	8.89%	12
	Answered	135
	Skipped	3

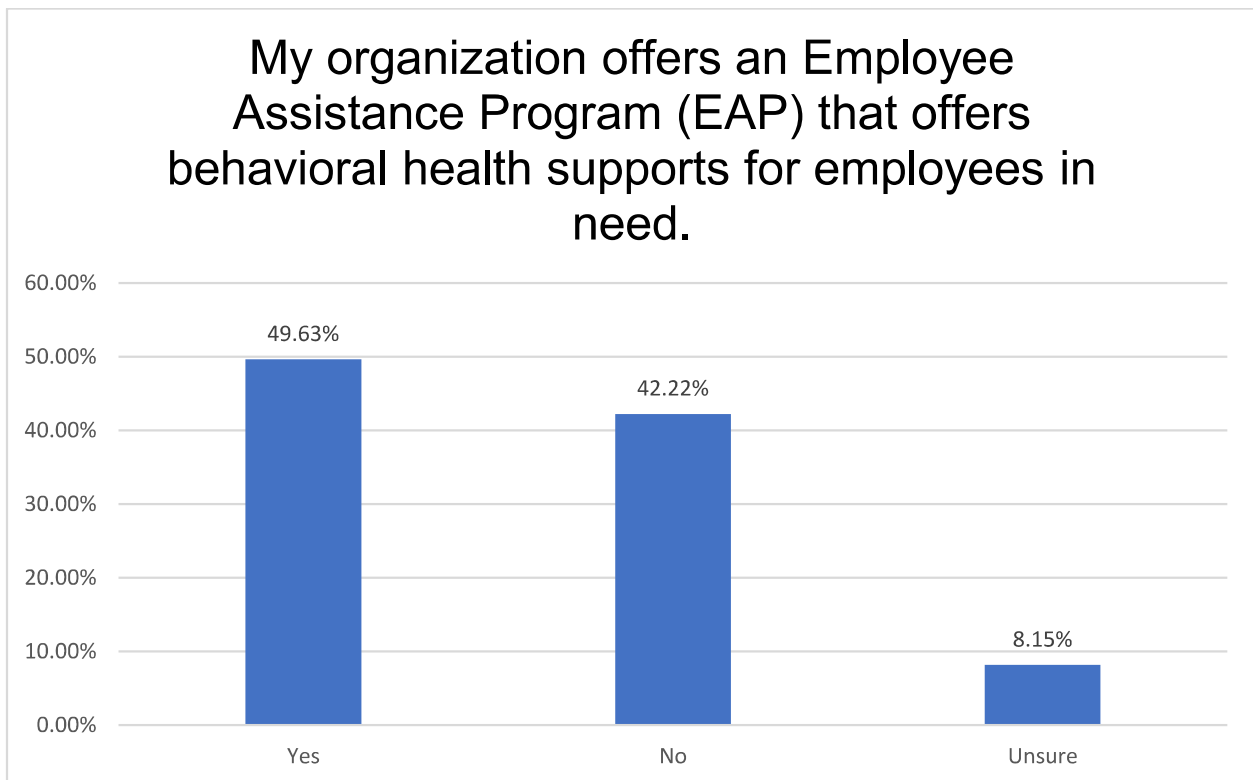


Section 2: Organizational Capacity

The Organizational Capacity Section of the survey collected information about current or needed offerings within respondent organizations related to Recovery Friendly Workplace Programming

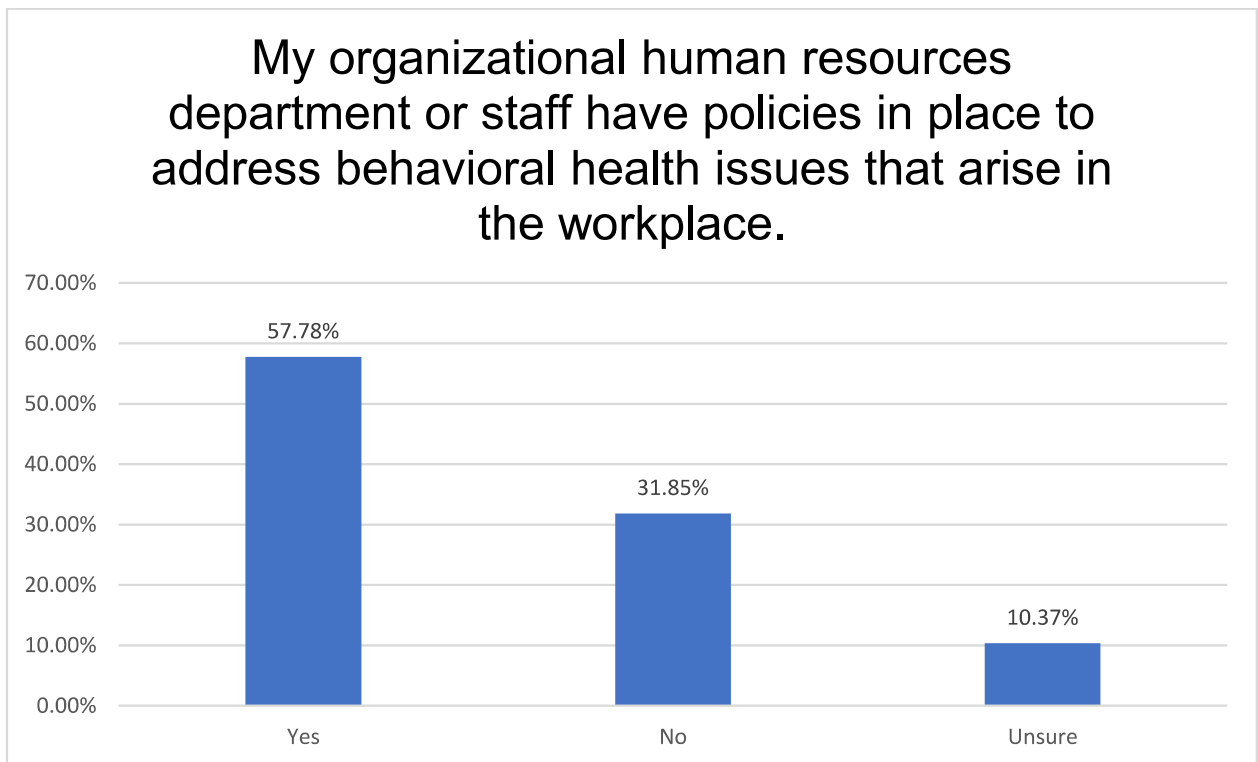
Question 10: My organization offers an Employee Assistance Program (EAP) that offers behavioral health supports for employees in need.

My organization offers an Employee Assistance Program (EAP) that offers behavioral health supports for employees in need.		
Answer Choices	Responses	
Yes	49.63%	67
No	42.22%	57
Unsure	8.15%	11
	Answered	135
	Skipped	3



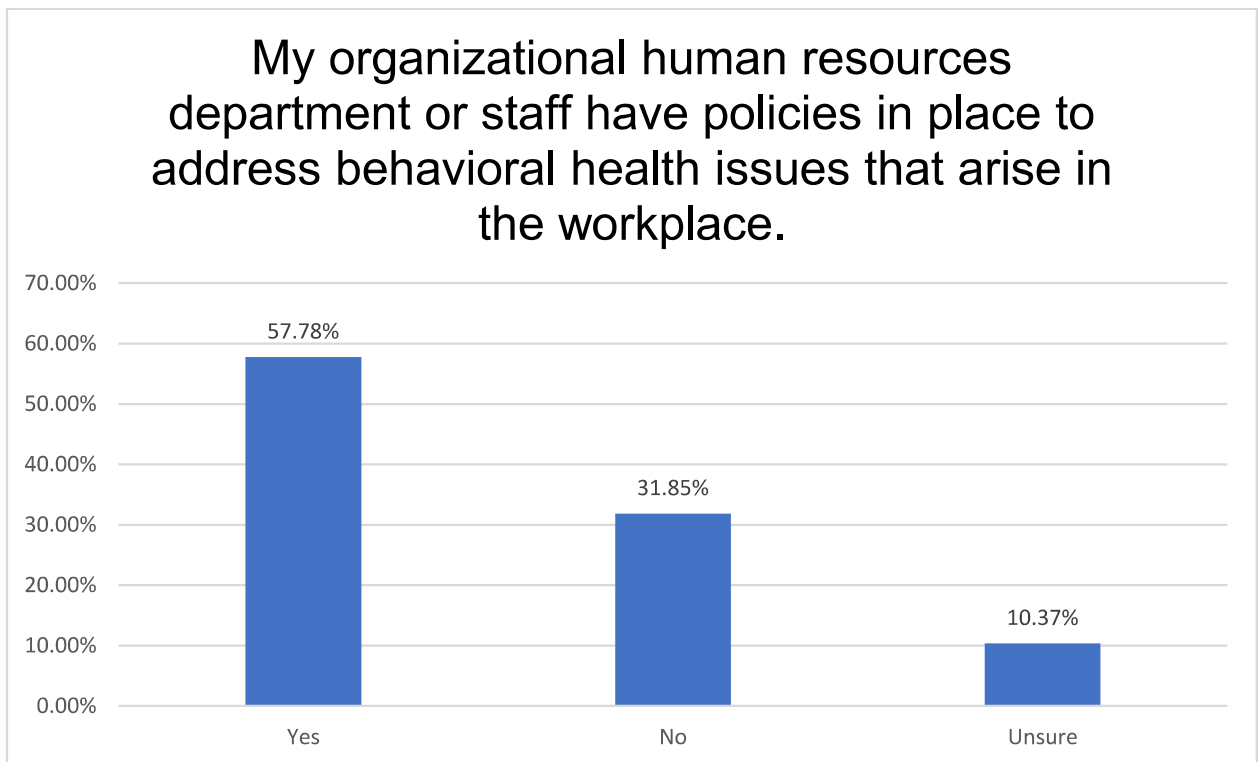
Question 11: My organizational human resources department or staff have policies in place to address behavioral health issues that arise in the workplace.

My organizational human resources department or staff have policies in place to address behavioral health issues that arise in the workplace.		
Answer Choices	Responses	
Yes	57.78%	78
No	31.85%	43
Unsure	10.37%	14
	Answered	135
	Skipped	3



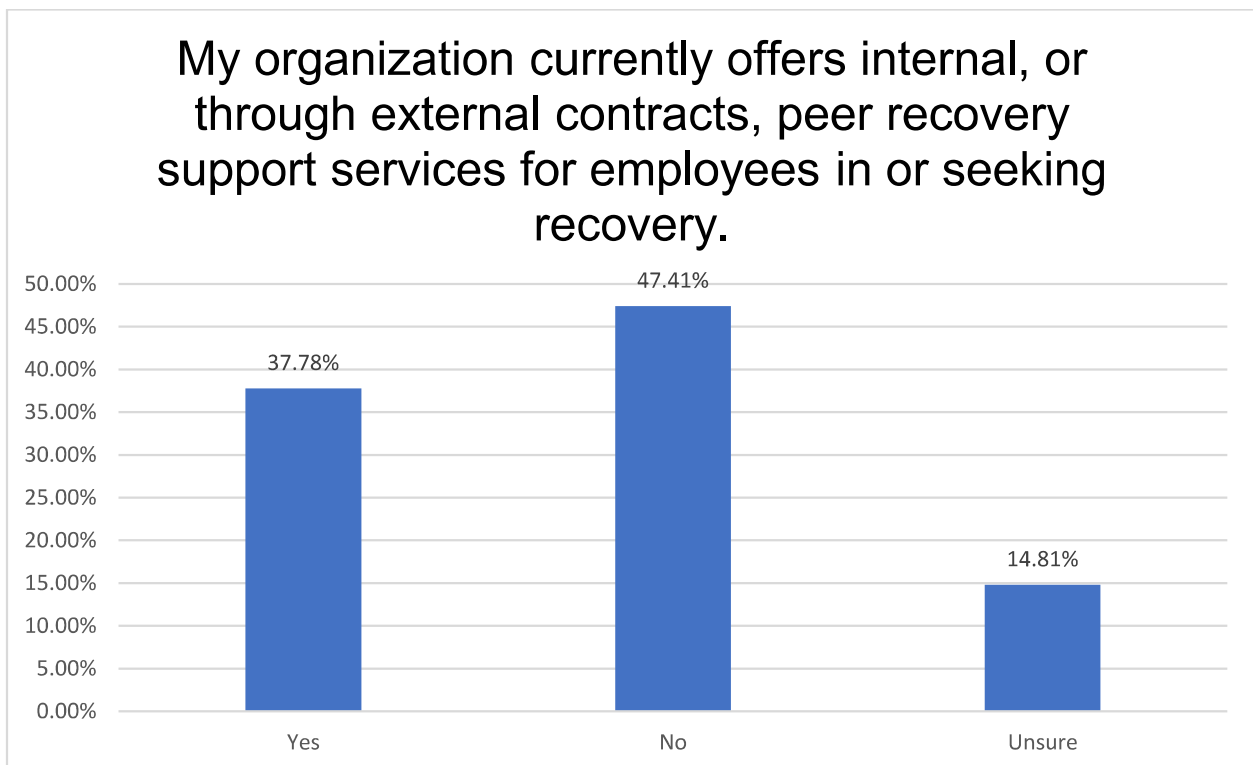
Question 12: My organizational human resources department or staff have policies in place to address behavioral health issues that arise in the workplace.

My organizational human resources department or staff have policies in place to address behavioral health issues that arise in the workplace.		
Answer Choices	Responses	
Yes	57.78%	78
No	31.85%	43
Unsure	10.37%	14
	Answered	135
	Skipped	3



Question 13: My organization currently offers internal, or through external contracts, peer recovery support services for employees in or seeking recovery.

My organization currently offers internal, or through external contracts, peer recovery support services for employees in or seeking recovery.		
Answer Choices	Responses	
Yes	37.78%	51
No	47.41%	64
Unsure	14.81%	20
	Answered	135
	Skipped	3



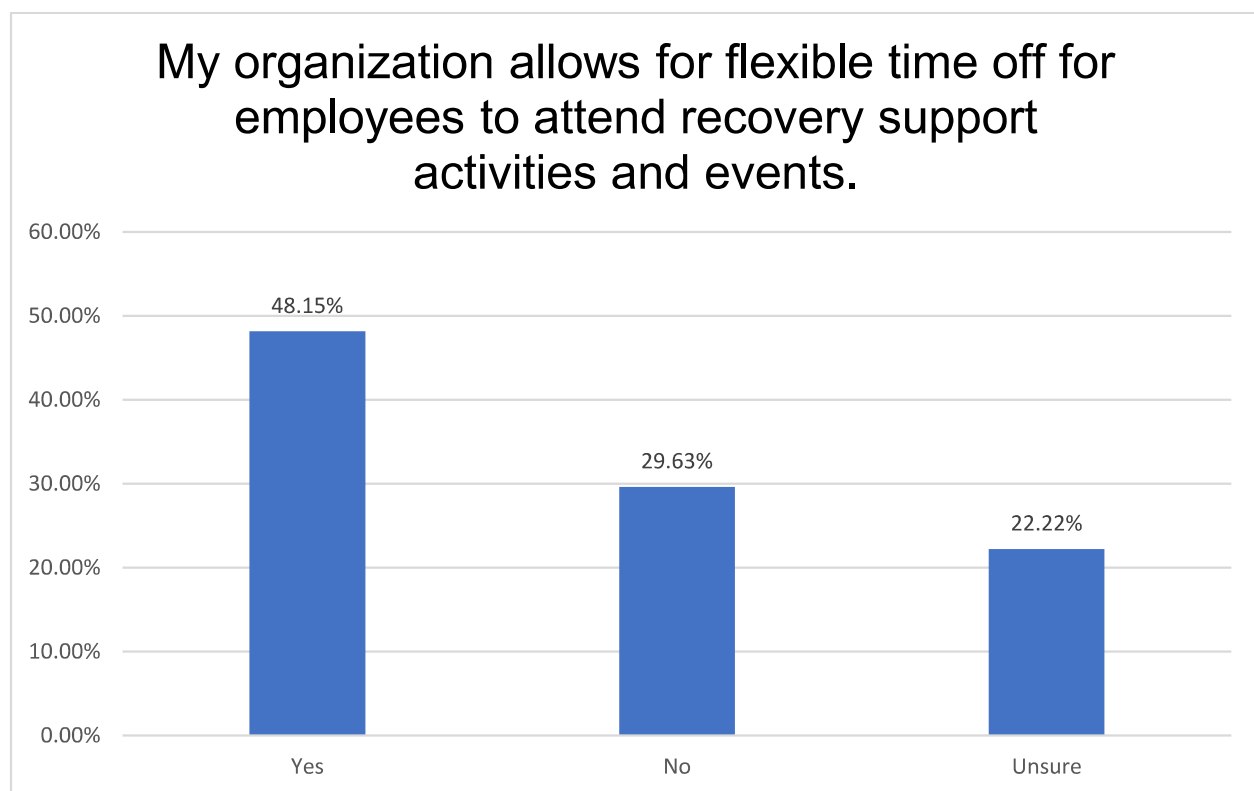
Question 14: My organization maintains an up-to-date list of prevention, treatment, and recovery support organizations available to employees in their communities.

My organization maintains an up-to-date list of prevention, treatment, and recovery support organizations available to employees in their communities.		
Answer Choices	Responses	
Yes	36.30%	49
No	44.44%	60
Unsure	19.26%	26
	Answered	135
	Skipped	3



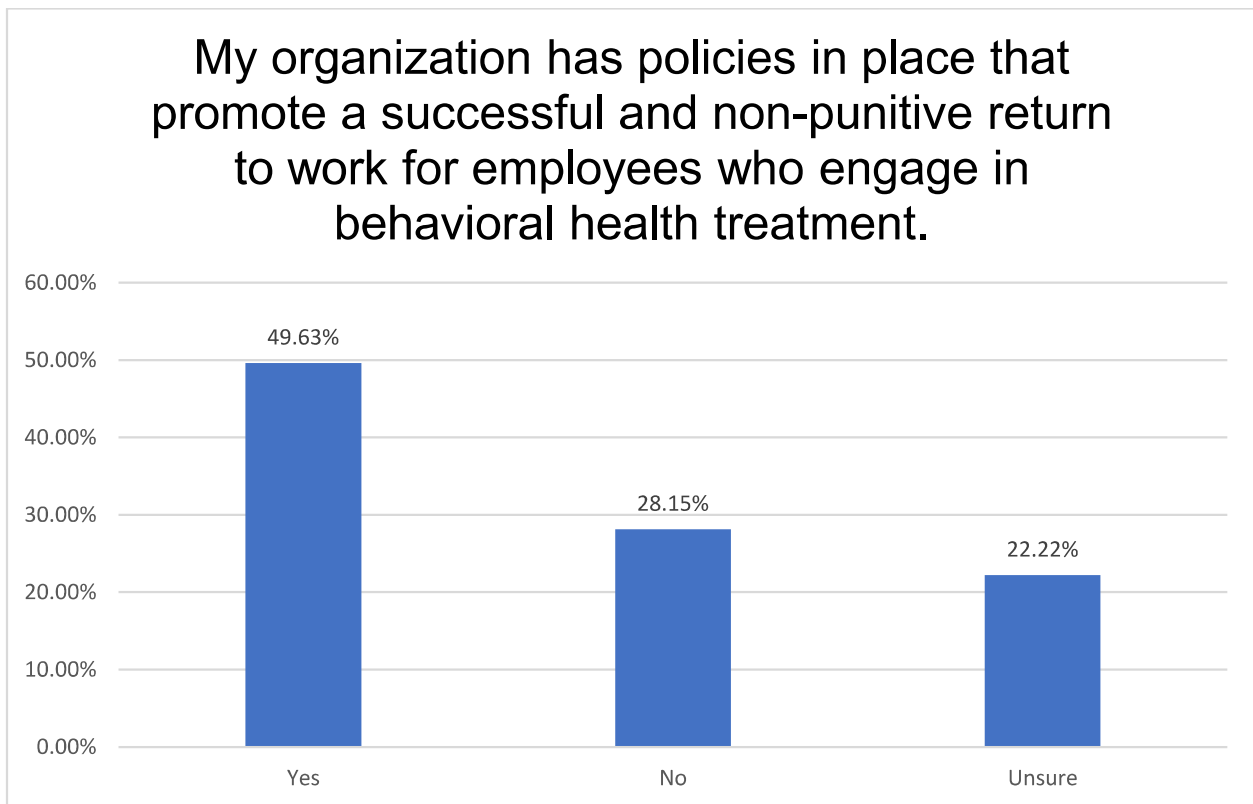
Question 15: My organization allows for flexible time off for employees to attend recovery support activities and events.

My organization allows for flexible time off for employees to attend recovery support activities and events.		
Answer Choices	Responses	
Yes	48.15%	65
No	29.63%	40
Unsure	22.22%	30
	Answered	135
	Skipped	3



Question 16: My organization has policies in place that promote a successful and non-punitive return to work for employees who engage in behavioral health treatment.

My organization has policies in place that promote a successful and non-punitive return to work for employees who engage in behavioral health treatment.		
Answer Choices	Responses	
Yes	49.63%	67
No	28.15%	38
Unsure	22.22%	30
	Answered	135
	Skipped	3



Question 17: Please share other items that are important to you about the topic of Substance Use in our community and needs within your organization. Your thoughts and opinions are very important to us.

Please share other items that are important to you about the topic of Substance Use in our community and needs within your organization. Your thoughts and opinions are very important to us.

Answered

28

Skipped

110

Responses

There are functional addicts and those that are nonfunctional. Functional are those that maintain their job and somewhat social status. Nonfunctional are the ones that was not successful in hiding it well due to their lack of social support or social economics that was interfered or never established because of substance.

All of the above if a Peer Support Specialist was included to help shape the program and the Peer Support Specialist was respectful as a professional.

Substance use of any kind that would be detrimental to the workplace and its environs is NOT TOLERATED!!!

No

Unsure how to identify affected employees.

NA

It is very important for me to go to the community to see a doctor if I have some problems. It is very convenient for me.

I hope the community can spread the word and make people more aware.

Community drug use could be made more accessible.

Drug use can be universal and health care.

It's important for us to understand the use of medication and rehabilitation.

The community has a need for workers in all sectors at this time. Any positive movement to encourage non employed individuals to return to work can be helpful for employers at this time.

How do I work this program into my budget?

I personally got sober while working at my agency.

Recovery options are extremely important . Recognition and treatment.

Please share more about RFW with business owners. I want to be a part of this work but this is the first I've thought of it!

The trust issue when clients know that we have an employee with such issues when we are sometimes holding their life savings.

None

We lack resources to assist in a person's recovery. Most folks in recovery are newer employees. We may not know they are recovering until an issue arises that requires they miss work which effects their attendance. Additional support and education for employers would be great.

My focus is on prevention of drug abuse through positive activity.

I support the RFW program. It is important that people in recovery re-integrate into the work force.

Leading this type of workforce?

It is sad how many lives are ruined by addiction. It is painful to see the number of lives lost to addiction. It is infuriating to see the crime and violence that originate with traffickers and addicts. It is a scourge that continues with little respite.

How to train managers to support those in recovery. How to address issues where we believe other co-workers might be a negative influence/detrimental to an individual's recovery.

#15 - we do not question why an employee is requesting time off unless it is for FMLA.

It is well known Surry County has a very high level of drug trafficking and use which can play a role in finding great employees.

I think this is a needed organization.

Appendix A: Survey Instrument

Recovery Friendly Workplace (RFW) Employer Survey

Presented by The Northwest North Carolina Cohort of Recovery to Work Professionals

The Northwest North Carolina Cohort of Recovery to Work Professionals is working to gather data from employers to enhance current efforts to bring this initiative to our communities. We appreciate your time in completing this survey.

Introduction

A Recovery Friendly Workplace (RFW) program is an employer-based effort that enables employees with Substance Use Disorder (SUD) to stay employed during their recovery. RFW programs destigmatize addiction, connect employers with training and resources, and have a positive economic impact for the employer through better employee retention, better productivity, and less turnover.



FROST
Forsyth Regional Opioid & Substance Use Team



Recovery Friendly Workplace Introduction



Thank you for taking this step towards learning more about Recovery Friendly Workplaces (RFWs) and their critical role in fighting the disease of addiction.

The Northwest North Carolina Cohort of Recovery to Work Professionals is working to gather data from employers to enhance current efforts to bring this initiative to our communities. We appreciate your time in completing this survey.

Together, we can fight the stigma associated with individuals who use substances and those in recovery, address barriers to employment and retention in our communities, and support each unique path toward wellness.

We can't do this without you—so again, we say, **THANK YOU!**

An employee in recovery saves their employer an average of \$8,500 per year

Benefits of being a Recovery Friendly Workplace (RFW):

- Increased productivity
- Less absenteeism
- Healthier, happier employees
- A Recovery Friendly Advocate (RFA)
- Better retention/less turnover
- Community Partnerships/Exposure
- Established avenues for action if an employee shows signs for concern

70% of people who use substances are employed. Employers are incurring the costs.

1 in 3 people are affected by substance use personally or through the use of loved ones.



Information sourced from 2020 research by NORC at the University of Chicago, the National Safety Council, and recoveryfriendlyworkplace.com.

We appreciate your time in filling out this short survey. Typically, it takes around 7 minutes to complete. Your responses are vital to enhancing Recovery to Work and Recovery Friendly Workplace efforts in our region!

Please click "Next" to begin our survey.

Recovery Friendly Workplace (RFW) Employer Survey

Informed Consent

Purpose

The goal of this survey is to help determine employer interest, capacity, and ability to support workplace focused substance use prevention and recovery activities within Northwest North Carolina.

Intended Survey Audience

This survey is intended for the audience of stakeholders and leaders in the for profit and nonprofit employment sectors.

How Long Will It Take Me to Complete?

It is expected to take most users about seven (7) minutes to complete.

Statement of Confidentiality

We want to assure you that your responses to anonymous surveys are completely anonymous. Responses to anonymous surveys cannot be traced back to the respondent. No personally identifiable information is captured unless you voluntarily offer personal or contact information in any of the comment fields. Additionally, your responses are combined with those of many others and summarized in a report to further protect your anonymity.

Use of Data

Summarized data collected in the survey will be presented in a formal and published reports of the The Northwest North Carolina Cohort of Recovery to Work Professionals. Results will also be available online for public access.

WHO CAN I CONTACT FOR INFORMATION ABOUT THIS SURVEY?

Email Jamie Edwards, Data Analyst for The Northwest North Carolina Cohort of Recovery to Work Professionals at edwardsj@co.surry.nc.us.

Please only complete one survey per organization.

Recovery Friendly Workplace (RFW) Employer Survey

Section 1: Organizational Status

None of these questions are required so please feel free to skip those you choose not to disclose. Nonetheless, the more information we have the better we will be able to assess substance use response and employer needs in Northwest North Carolina.

* 1. What County do you represent?

Other (please specify)

* 2. How would you rate your knowledge of Recovery Friendly Workplaces?

- ☐ Extremely familiar
- ☐ Somewhat familiar
- ☐ This is the first I've heard of it

* 3. What would be your primary concern if your company were to embrace a Recovery Friendly Workplace? (Check All that Apply)

- ☐ Time commitment involved
- ☐ Legal risks
- ☐ Professional discomfort with the idea
- ☐ Money/budget
- ☐ Other (please specify)

* 4. What type of support would be most valuable to you if you were to implement a Recovery Friendly Workplace Initiative? (Check All that Apply)

- ☐ Training Seminar at your business
- ☐ Online seminar/webinar
- ☐ In-person lunch and learn
- ☐ One on One Coaching and Technical Assistance
- ☐ Other (please specify)

* 5. What topics would be most valuable to you if you were to set up a Recovery Friendly Workplace program? (Check All that Apply)

- ☐ Legal issues to know about
- ☐ Best practices and policies
- ☐ How to implement the program
- ☐ Managing employees with a substance use problem
- ☐ Changing to a "recovery culture"
- ☐ The economic impact of substance use on businesses
- ☐ Other (please specify)

* 6. What factors would motivate your company to implement a Recovery Friendly Workplace program? (Check All that Apply)

- ☐ The economic cost of substance use on businesses like mine
- ☐ The value of keeping employees
- ☐ How other states are using similar programs effectively
- ☐ How to make the transition to a Recovery Friendly Workplace as easy as possible for my company
- ☐ Other (please specify)

* 7. My professional role is best described as:

- ☐ Manager/Supervisor
- ☐ Healthcare professional
- ☐ Company owner/operator
- ☐ Consultant
- ☐ Legal professional
- ☐ Human Resources professional
- ☐ Other (please specify)

* 8. My company is best described as:

- ☐ Agriculture
- ☐ Construction
- ☐ Education, Health, Social Services
- ☐ Entertainment, Recreation, Food
- ☐ Finance, Insurance, Real Estate
- ☐ Information, Communications
- ☐ Manufacturing, Durable
- ☐ Manufacturing, Non Durable
- ☐ Mining
- ☐ Other Services (Not Public Administration)
- ☐ Professional, Management, Administration
- ☐ Public Administration
- ☐ Retail
- ☐ Transportation, Utilities
- ☐ Wholesale, Durable
- ☐ Wholesale, Non Durable
- ☐ Other (please specify)

* 9. The number of employees where I work is:

- ☐ 1-50
- ☐ 51-100
- ☐ 101-200
- ☐ 201-300
- ☐ 301+

Recovery Friendly Workplace (RFW) Employer Survey

Section 2: Organizational Capacity

None of these questions are required so please feel free to skip those you choose not to disclose. This section asks about current or needed offerings within your organization.

* 10. My organization currently offers recovery education and training for employers and employees.

- ☐ Yes
- ☐ No
- ☐ Unsure

* 11. My organization offers an Employee Assistance Program (EAP) that offers behavioral health supports for employees in need.

- ☐ Yes
- ☐ No
- ☐ Unsure

* 12. My organizational human resources department or staff have policies in place to address behavioral health issues that arise in the workplace.

- ☐ Yes
- ☐ No
- ☐ Unsure

* 13. My organization currently offers internal, or through external contracts, peer recovery support services for employees in or seeking recovery.

- ☐ Yes
- ☐ No
- ☐ Unsure

* 14. My organization maintains an up-to-date list of prevention, treatment, and recovery support organizations available to employees in their communities.

- ☐ Yes
- ☐ No
- ☐ Unsure

* 15. My organization allows for flexible time off for employees to attend recovery support activities and events.

- ☐ Yes
- ☐ No
- ☐ Unsure

* 16. My organization has policies in place that promote a successful and non-punitive return to work for employees who engage in behavioral health treatment.

- ☐ Yes
- ☐ No
- ☐ Unsure

Recovery Friendly Workplace (RFW) Employer Survey

Section 3: Optional Information

This section includes optional information.

17. Please share other items that are important to you about the topic of Substance Use in our community and needs within your organization. Your thoughts and opinions are very important to us.

18. If you want to be contacted by staff from the The Northwest North Carolina Cohort of Recovery to Work Professionals, please include the following information. Keep in mind, by providing your contact information, your submitted survey will no longer be anonymous in nature. Contact information will be removed from final data analysis and not shared outside of the The Northwest North Carolina Cohort of Recovery to Work Professionals.

Name	
Company	
Address	
City/Town	
State/Province	-- select state -- 
ZIP/Postal Code	
Email Address	
Phone Number	

19. The The Northwest North Carolina Cohort of Recovery to Work Professionals offers a variety of ways employers can get involved in improving community health and the ability of employers to support citizens in recovery. Indicate yes if you are interested in being contacted (Make sure to complete the contact information fields above).

☐ Yes

☐ No