



Recovery Friendly Workplace (RFW)

The mission of the Recovery Friendly Workplace (RFW) initiative is to help businesses develop “recovery-friendly” workplace cultures and promote health, safety and wellness for Michigan employers and employees.

What is a Recovery Friendly Workplace?

RFW campaign was originally envisioned and developed in New Hampshire and has since grown to include several initiatives across the country including Michigan. An RFW is a business or organization that chooses to go above and beyond in supporting employees by creating a workplace culture that supports people in or seeking recovery from substance use or mental health disorders, as well as those family members, loved ones, and community members impacted.

How much does it cost to become a Recovery Friendly Workplace?

There is no financial costs associated with becoming RFW designated— only a commitment to positive change. The Michigan RFW program is funded through grants from the Michigan Department of Health & Human Services.

How long does it take to get designated?

Businesses and organizations will receive the RFW designation after completing the required components on the Checklist.

What is the checklist?

The Checklist is a guide with steps that businesses of all sizes will use to become designated as Recovery Friendly. It includes a list of required components that must be completed initially and within a one-year timeframe. In addition, the Checklist includes other optional steps that are recommended, but not required.

What is a Recovery Friendly Advisor?

Recovery Friendly Advisors (RFAs) are partners at local Recovery Community Organizations, MDHHS, MPH, and community organizations, whose roles are to be a resource to businesses and organizations that wish to become designated as Recovery Friendly. You will be assigned a RFA through the designation process.

What does “Recovery Friendly” mean?

Recovery Friendly is an environment created where people in recovery and those impacted by SUD/ODD can thrive. A Recovery Friendly Workplace shines a light on employee health, wellness, and safety, and demonstrates a commitment to reducing the stigma often associated with addiction.

What are the benefits of becoming a Recovery Friendly Workplace?

There are an estimated 629,000 individuals in Michigan in recovery. By becoming a Recovery Friendly Workplace, you are supporting your employees and creating a healthier environment for them, but also showing customers and community members that your business is a proactive, valued community partner.

What is the Advisory Council?

The Advisory Council is a group of diverse business leaders and content experts who have helped shape this initiative and continue to provide guidance and support to promote Recovery Friendly Workplaces.

What additional resources are available?

Resources will be customized to meet the diverse needs of Michigan workplaces. Resources may include toolkits, materials, and trainings. RFW staff will ensure workplaces are well connected to the most current prevention, treatment, and recovery related resources to best support their employees. Visit recoveryfriendlyMI.com for the latest information.