

# 3.1



## ASSESSMENT OF CURRENT PRACTICES

Before launching an Recovery Friendly Workplace (RFW) initiative, it is important to assess your current health and safety practices regarding substance use disorder (SUD) to know where you stand and what you may need to honor based on past practices.

Here's a list of questions to help guide your initial assessment.

- **What is your organization's history with SUD?** Is there a high incidence of substance use disorder?  
  
What practices and protocols have been used to handle it? What are the gaps in your policies that would prevent an employee from accessing help?
- **What resources are in place now for employees seeking help related to SUD and mental illness?** Have these resources been used – and are they effective?
- **What is the internal awareness level of what you do for employees with SUD?** Do all employees know of current offerings?
- **What is the level of sophistication among employees regarding substance use?** Do people know what it is and what to do if they see behavior they think is related to SUD?

- **Does your company hire people in safety-and security-sensitive industries?** These industries may require specific actions on your part regarding an employee with SUD.
- **What ideas do your employees have to support recovery in the workplace?** Front-line employees often have good ideas for how to deal with front line problems.

