

# 4.2



## RESOURCES FOR EMPLOYEES & FAMILIES

### STATE/REGIONAL RESOURCES

#### **Connecticut Community for Addiction Recovery (CCAR)**

CCAR is a centralized resource in CT for all things recovery. Whether you are contemplating a life in recovery, are new to recovery or are in long term recovery, CCAR is here to help you to navigate the recovery community, by connecting you with others in recovery and providing access to area support services.

Main website: <https://ccar.us/>

#### **LiveLOUD/Live Life with Opioid Use Disorder**

LiveLOUD is a campaign from the state Department of Mental Health and Addiction Services, with information about Connecticut's opioid crisis, immediate resources, treatment options and family support.

<https://liveloud.org/>

#### **CT Alcoholics Anonymous**

This link connects to the main AA site for CT, including a schedule of meetings.

<https://ct-aa.org/>

#### **CT Al-Anon**

AL-ANON (and ALATEEN for younger members) is a worldwide organization that offers a program of help and mutual support for families and friends of someone

with a drinking problem whether or not the person with a drinking problem seeks help or even recognizes the existence of a drinking problem.

<https://www.ctalanon.org/>

#### **CT Narcotics Anonymous**

This link connects to the main NA site for CT, including a schedule of meetings.

<https://ctna.org/>

#### **The Hub (Regional Behavioral Health Action Organization)**

Regional Behavioral Health Action Organizations (RBHAO)

Regional Behavioral Health Organizations provide mental health and substance abuse prevention, treatment and recovery services for children and adults throughout the state.

[www.thehubct.org/recovery](http://www.thehubct.org/recovery)

#### **List of RBHAOs**

**Region 1:** The Hub: Behavioral Health Action Organization for Southwestern CT, A Program of RYASAP, Giovanna Mozzo & Margaret Watt

**Region 2:** Alliance for Prevention Wellness – BHCare, Pamela Mautte

**Region 3:** Southeastern Regional Action Council (SERAC), Michele Devine

**Region 4:** Amplify, Inc., Marcia Dufore

**Region 5:** Western CT Coalition,



Allison Fulton

(860) 848-5930

### **Regional American Job Center Peer Navigators**

Peer navigators in each of the state's American Job Center hubs are trained to help individuals affected by the opioid crisis as they prepare for new careers and help them obtain employment that is particularly suited to their recovery efforts.

#### **Northwest Region**

Northwest Regional Workforce Development Board/Career Resources  
Sami Harjula - hajrula@careerresources.org  
(203) 617-7719

#### **Southwest Region**

The WorkPlace  
Robert Frost  
rfrost@workplace.org  
(203) 610-8500

#### **North Central Region**

Capital Workforce Partners/EDSI  
Randy Ricketts  
rricketts@capitalworkforce.org.  
(860) 656-2575

#### **South Central Region**

Workforce Alliance  
Allyson Quinn  
AQuinn@workforcealliance.biz  
(203) 867-4030 x 220

#### **East**

Eastern Connecticut Workforce Investment Board/TVCCA  
Elizabeth Watson  
Ewatson@tvcca.org

### **NATIONAL RESOURCES**

#### **Substance Abuse and Mental Health Services Administration (SAMHSA)**

SAMHSA offers a range of resources related to substance use issues and recovery.

- National Helpline: 1-800-662-HELP (4357) or 1-800-487-4889 (TDD, for hearing impaired)
- Behavioral Health Treatment Services (search by address, city, or ZIP Code):  
<https://www.samhsa.gov/>

### **OTHER RESOURCES FOR OPIOID USE FOR PAIN RELIEF:**

#### **Federal Drug Administration (FDA) Patient Handouts:**

A Guide to Safe Use of Pain Medication and How to Dispose of Unused Medications

<https://www.fda.gov/Drugs/ResourcesForYou/Consumers>

#### **Centers for Disease Control and Prevention**

CDC has information including Helpful Materials for Patients regarding the CDC Guidelines for prescribing opioids.

<https://www.cdc.gov/drugoverdose/patients/materials.html>



### **Turn the Tide**

Turn the Tide provides information for patients on opioid education, managing pain, taking opioids, safe storage and disposal, and helplines.

<https://turnthetiderx.org/for-patients/#about-opioids>

### **GENERAL RESOURCES FOR OPIOID OVERDOSE PREVENTION**

#### **Change the Script**

Change the Script is a statewide public awareness campaign (and communications tool kit) to help communities deal with the prescription drug and opioids misuse crisis. It connects town leaders, healthcare professionals, treatment professionals and everyday people with the resources they need to face prescription opioid misuse - and write a new story about what we can accomplish when we all work toward a shared goal. For information contact Connecticut Clearinghouse at <https://www.drugfreect.org/prevention-and-intervention/change-the-script-campaign/> or 1-800-232-4424.

#### **Opioid Overdose Prevention Toolkit**

This includes information for prescribers, patients and family members, first responders and community members.

<https://store.samhsa.gov/product/Opioid-Overdose-Prevention-Toolkit/SMA18-4742>

#### **Narcan Quick Start Guide**

For a fast reference on the use of Narcan go to:

<https://www.narcan.com/pdf/NARCAN-Quick-Start-Guide.pdf>

#### **NIH Opioid Overdose Reversal with Naloxone**

For information on Naloxone usage go to:

<https://www.drugabuse.gov/related-topics/opioid-overdose-reversal-naloxone-narcan-evzio>

# THE ROAD TO RECOVERY: 10 STEPS TO BECOMING A RECOVERY FRIENDLY WORKPLACE (RFW)

Here's an overview of the steps you can take to enact an Recovery Friendly Workplace initiative in your place of business. It's offered as a guideline only; the exact steps you need to take are up to you. Remember: the RFW toolkit has complete information and communications tools to help.



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## GO TO DRUGFREECT.ORG

- The path to becoming a Recovery Friendly Workplace starts at [drugfreect.org](https://drugfreect.org). You can learn about the program and identify local resources that are ready to help your organization.



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## BUILD CONSENSUS

Get acceptance of the RFW program from key stakeholders. The materials in this toolkit are a place to start.

2



## DO AN INTERNAL ASSESSMENT

Sample questions to get started:

- Is your company in a safety and security-sensitive industry?
- Do you have an EAP?
- What are your current policies related to drug use and drug testing?
- Whose responsibility is it to address substance use disorder (SUD) in the workplace?
- What is your current culture as it relates to drug use?
- What are the legal ramifications of becoming an RFW?
- In your hiring process, do you automatically discard anyone with a "criminal background?"



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## MAKE A DECLARATION

The best way to do this is up to you. It could be a company-wide email posted to your intranet, posters displayed around the workplace, the topic of a company-wide meeting, or a combination of these things.



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## MOBILIZE STATE AND LOCAL RESOURCES

**Connecticut Community for Addiction Recovery (CCAR).** CCAR can provide training for participating RFW employers. CCAR has online and in-person training sessions, and can connect your organization to local Recovery Community Centers (RCCs) that can assist employees with substance use disorder (SUD).

**Regional Behavioral Health Action Organizations (RBHAOs).** RBHAOs can provide education and training in: mental health, problem gambling, opioid education, suicide prevention, Narcan administration training, and more.

**Regional American Job Center Peer Navigators.** Peer navigators in each of the state's American Job Centers hubs are trained to help individuals affected by the opioid crisis as they prepare for new careers and help them obtain employment that is particularly suited to their recovery efforts.



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## DESIGNATE A PEER CHAMPION

Find a person inside your organization who will serve as a Peer Champion – an ally to anyone facing SUD at work. This person serves as a confidant and a liaison between the person with SUD, your company's managers, supervisors, and outside support.



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## MAKE RESOURCES AVAILABLE

Being an RFW means providing employees with information and community resources, including local recovery assets. Your willingness to offer information about recovery is a significant part of setting the tone for success as an RFW.



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## TRAINING & EDUCATION

CCAR – the Connecticut Community for Addiction Recovery – is the lead organization for RFW training. They can educate and advise your managers and supervisors and connect anyone with SUD to local resources that help facilitate recovery.



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## DO AN ANNUAL ASSESSMENT

RFW program performance should be assessed annually. Some metrics to consider:

- **Employee engagement.** Number of employees served.
- **Outcomes.** How have employees benefited from working at an RFW?
- **Management acceptance.** If being an RFW something that leadership values?
- **Organizational impact.** What has been the time impact on the people responsible for managing the RFW program?
- **Sick days used.** Compare sick days year-to-year.

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## KEEP GOING!

Make being an RFW a permanent part of how you do business. Celebrate successes. Make adjustments. Keep recovery alive!