**Recovery Friendly Workplace Policy**

The agency recognizes that in addition to providing a substance free work environment, it must also provide a stigma free recovery friendly environment which encourages the following:

1. The agency recognizes that drug and alcohol addiction is a disease to be treated the same as any other medical condition an employee may suffer from.

2. The agency will encourage employees who are struggling to maintain sobriety while at work to reach out to fellow employees, supervisors and managers for assistance.

3. The agency recognizes that employees are most productive, effective, and efficient when they work in an environment which is supportive of individuals and families who are affected by substance abuse. The agency will provide all accommodations allowed under state and federal law for individuals and families affected by substance abuse.

4. The agency is committed to providing employees with the tools necessary to achieve recovery and will provide employees with connections to services directly or indirectly which will help them to achieve and or maintain their sobriety and promote abstinence from substance misuse.

5. The agency is committed to providing employees initial and on-going education and training information on the cause and effect of substance use disorders.

6. The agency is committed to hiring and maintaining employment opportunities for individuals who are or have been affected by substance abuse, seek treatment and maintain a history of recovery and sobriety.