

# Employer Resource Guide: Recovery & Substance Use Disorder

The following document includes information and resources for Southern Windsor County Area Employers, specific to resources on Substance Use Disorder & Recovery

## Language & Terminology

**Why language and terminology is important?** - When developing a Recovery Friendly Workplace (RFW) demonstrating the use of non-stigmatizing language in the workplace creates a welcoming space for those in recovery or living with substance use disorder (SUD). Incorporating respectful terminology can allow those struggling with substance use disorder to seek support and have open discussions about their experience and needs from the organization. It can also allow those that may be facing additional barriers to be transparent about their challenges.

- **What is “Recovery”?** - SAMHSA describes Recovery as a process of change through which people improve their health and wellness, live self-directed lives, and strive to reach their full potential.<sup>[1]</sup>
- **What is a “Recovery Friendly Workplace”?** – A Recovery Friendly Workplace is a business that takes steps to create a workplace culture that supports people in recovery from substance use disorder, as well as those impacted by substance misuse. The organization “demonstrates a commitment to reducing the stigma often associated with addiction.”<sup>[2]</sup>
- **Substance Use Disorder** (SUD) is considered a treatable health condition that impacts a person’s brain and behavior, leading to the inability to control their use of certain substances. Reframing language to reflect SUD as a treatable illness shows respect to those impacted.

<sup>[1]</sup> SAMHSA - <https://www.samhsa.gov/>

<sup>[2]</sup> Recovery Friendly Workplaces of NH - <https://www.recoveryfriendlyworkplace.com/initiative>

# Substance Use vs. Abuse: What language to use?

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**Language to Avoid:** These terms can be stigmatizing and reductive. They can imply blame is on the individual or change is unachievable.

“Abuse”

“Addict”/ “User”

“Clean” / “Sober”

**Instead Use:** These terms help reframe the language to indicate a health condition.

**“Problem use”**

**“Individual with SUD” / “person with struggling with addiction”**

**“In recovery” / “on path to recovery”**

## Regional Resources

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### Turning Point Center of Springfield

Non-profit organization in Springfield that offers peer-based support for those affected by any type of addiction. Turning Point offered individuals and their families a substance-free a number of critical supports for achieving recovery success.

Turning Point can also provide resources to employers, including:

- Recovery Friendly workshops for employers and HR departments.
- Recovery Ready Workforce toolkit.
- On-site recovery coaching for employees

Contact: (802)885-4668 [webadmin@sprfldtp.org](mailto:webadmin@sprfldtp.org)

**Website:** [www.spfldtp.org/](http://www.spfldtp.org/)

### Additional Resources

1. SAMHSA - [www.samhsa.gov/](http://www.samhsa.gov/)
2. Recovery Friendly Workplaces of NH - [www.recoveryfriendlyworkplace.com/initiative](http://www.recoveryfriendlyworkplace.com/initiative)
3. SHRM, Policy Examples - [www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/personswithaddictions.aspx](http://www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/personswithaddictions.aspx)

# Questions?

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