



✓ **Support Recovery**

✓ **Strengthen the Workforce**

✓ **Build a Healthier Hancock County**

Becoming a **Recovery Friendly Workplace (RFW)** means your organization recognizes that individuals in recovery are *resourceful, resilient, & ready to work*.

It's more than a designation - it's supporting practices that are good for business, good for employees, & good for Hancock County.



**Hancock County adults report 4.9 mentally unhealthy days per month**



**1 in 8 Ohioans is affected by substance use disorder, personally or through a loved one**



**Workplaces that embrace recovery see measurable benefits, including average annual savings of \$8,500 per employee**

## **Benefits of Being a Recovery Friendly Employer:**

- ✓ Reduced Costs
- ✓ Retain Talent
- ✓ Increased Morale
- ✓ Increased Productivity
- ✓ Combat Stigma
- ✓ More Supportive Workplace Culture
- ✓ Links to local supports & resources before, during, & after designation

## **Join the Growing List of RFWs in Ohio:**

- ✓ Family Resource Center
- ✓ JBM Packaging
- ✓ FOCUS Recovery & Wellness
- ✓ NAMI Hancock County
- ✓ Findlay•Hancock County Chamber of Commerce
- ✓ Nationwide
- ✓ Hancock County ADAMHS Board
- ✓ Ohio Bureau of Workers' Compensation



**Findlay-Hancock County  
Chamber of Commerce™**  
a division of the Findlay-Hancock County Alliance



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# FAQ

## **What Is a Recovery Friendly Workplace?**

A Recovery Friendly Workplace (RFW) is a business that creates a supportive workplace culture for people in recovery, as well as those impacted by mental health and substance use disorders.

## **What does being a “Recovery Friendly Workplace” mean?**

A recovery friendly workplace focuses on employee health, wellness, and safety. It demonstrates a commitment to reducing the stigma often associated with mental health and substance use disorders.

## **What are the benefits of becoming a RFW?**

By becoming an RFW, you are supporting your employees and creating a healthy and more productive environment for them. You are also showing customers and community members that your business is a proactive, valuable community player.

## **How much does it cost to become a recovery friendly workplace?**

There is no cost for a business or organization to become a designated RFW. Resources, assistance, and guidance throughout the process are all provided at no cost.

## **What does it take to become designated?**

The Ohio Department of Behavioral Health supports RecoveryOhio, which provides a simple, straightforward process for workplaces to become designated as an RFW. Once designated, there are local resources to help you stay current with RFW trends.

## **What changes would I need to make to become designated?**

Potential changes are very business specific. Some workplaces find their practices, procedures, communications, etc. already align with the designation criteria. Local assistance is available to walk businesses through the process.

## **Who provides my local support and resources?**

A committee of diverse leaders and nonprofits who have created a local initiative to this statewide designation are available to provide guidance, resources, and support.

## **What additional resources are available?**

Visit The Chamber’s website (QR code on front of flyer) to schedule a one-on-one informational meeting about the resources available locally.