



What is a Recovery Friendly Workplace? *It is a workplace that:*

- **Employs people in or seeking recovery**, provides help and assistance to employees with substance use disorder (SUD), and ensures that prospective and current employees understand that the workplace is recovery-ready with relevant policies and resources.
- Ensures access to needed services, including treatment, recovery support and mutual aid, and reduces the risk of substance misuse and SUD, including through education and steps to prevent injury in the workplace.
- Informs employees in recovery that they may have the right to reasonable accommodations and other protections that can help them keep their jobs.
- Educates all levels of the organization on SUD, addiction and recovery, working to reduce stigma and misunderstanding, including by facilitating open discussion on the topic.
- Ensures that prospective and current employees understand that the workplace is recovery-ready with relevant policies and resources.

We're here to help!

- **Free 2-Hour Reasonable Suspicion Training**

This free 2-hour training is offered in-person at your location or virtually via teams, zoom, etc.

- **A certificate of completion is provided to all attendees**

- **We can come to you**

A new grant funded project, in partnership with the Minnesota Safety Council and the Minnesota Department of Health, allows us to travel the state offering this training to businesses for free.

Free Training For All Team Members

- Educate supervisors on how to deal with possible impairment from alcohol or drug use •
- Help staff stay updated on trends with alcohol/drugs in the workplace that can cause danger to your workforce •
- Create safer work environments •

Every company has a responsibility to create a safe workplace. While substance abuse is a complicated issue – arming your supervisors with the knowledge to identify drug, alcohol and cannabis use is an important step to proactively protecting your employees.

Reasonable suspicion training is not about punishing employees; it is about identifying a hazard and taking steps to address it to protect the health and well-being of others. Effective reasonable suspicion training goes beyond the basics required to empower supervisors to take proactive actions to protect the health of their business. *Let's work together to better protect your workforce from addiction and injuries caused by drug abuse.*

Training Includes:

- **Observation**

Understand the objective process of determining when to intervene with an employee regarding observable and documented signs.

Including attendance, habit and personal indicators based on latest trends and real-life situations.

- **Identification**

Learn how to proactively identify issues and address them, how to empathetically confront the behavior and interview the employee.

- **Providing the employee with additional help and resources**

- **Learn how to reduce the risk of incidents and absenteeism stemming from substance abuse**

- **Documentation**

How to properly record suspicious activity to justify further action and protect from legal liability.

- **Authorizing and performing a reasonable suspicion test if necessary**

Learn More

For more information or if you have questions, contact Lisa Kons.

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SAFETY COUNCIL**

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