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**HALIFAX HEALTH**



IN COLLABORATION  
WITH



KEYNOTE SPEAKER

**VOLUSIA SHERIFF  
MIKE CHITWOOD**

# DEVELOPING A RECOVERY FRIENDLY WORKPLACE INITIATIVE RESOURCE GUIDE

Cultivating a Community of Support...  
We intend to raise awareness and create a clear  
pathway through the development of a full  
Recovery Friendly Workplace Initiative

**THURSDAY, APRIL 11**  
**11:30AM - 1:30PM**

**Riverside Pavilion  
3431 S. Ridgewood Avenue  
Port Orange, FL 32129**



A Message from Barbara Ann Heegan  
President & CEO  
Port Orange South Daytona Chamber of Commerce

# Welcome!

Thank you for joining us for this program today.

Help Save Lives! Over 96,700 people die from drug overdoses in a year. Opioids are a factor in 7 out of every 10 overdose deaths. Drug overdoses have killed almost a million people since 1999, according to the National Center for Drug Abuse Statistics.

Employers and business owners play a vital role in a person's recovery from Substance Use Disorder (SUD). When people are gainfully employed, they are given a sense of structure, community, and purpose – all things that are necessary to a person's recovery. A job also provides a person with a stable income and access to health benefits, which are necessary for a person to sustain their recovery. We have employers looking for employees locally every day to fill their open positions. Wellness and recovery are holistic, and through a Recovery Friendly Workplace Initiative, employers and business owners have an opportunity to innovatively address substance misuse and recovery in the workplace and make a measurable impact in the lives of workers here locally in the communities our Chamber serves.

The Benefits of being a Recovery-Friendly Workplace include the following:

#### IT'S COST-EFFECTIVE

The economic impact of untreated substance use is enormous. Becoming a Recovery-Friendly Workplace (RFW) benefits businesses with outcomes like reduced employee absenteeism, a healthier work environment, increased productivity, improved workplace safety, and lower healthcare costs.

#### SHOW CUSTOMERS YOU CARE ABOUT YOUR EMPLOYEES

You can be a leader in the workforce by addressing this public health crisis. As an employer, you can commit to reducing the stigma often associated with substance use and recovery.

#### SUBSTANCE USE, ADDICTION, AND RECOVERY ARE VERY COMMON IN THE WORKPLACE

Most people with an Opioid Use Disorder (OUD) – nearly 75% of American adults – are in the workforce. Many times, people develop SUD after a workplace injury. And most people use substances in some way whether it be nicotine, prescriptions, or poisoned illicit drugs.

#### YOU CAN CREATE A MORE POSITIVE AND HEALTHY WORKPLACE

Employees prefer workplace well-being to material benefits. Also, a supportive workplace culture is very important to folks. Perks like wellness incentives, telehealth, Employee Assistance Programs (EAP), flexible work schedules, and 'working from anywhere' are much more important today than in generations past.

#### SIMPLY PUT – RECOVERY IS GOOD FOR BUSINESS

A recovery-informed culture will increase employee morale, decrease employee turnover, and decrease healthcare and human resources costs, among SO many other benefits. A third of American households have been touched by addiction, which in turn affects the workplace.

A special thank you to Volusia Sheriff Mike Chitwood and Karen Chrapek, Executive Director of Volusia Recovery Alliance for their time, dedication and energies in fighting this epidemic to bring about positive change, remove stigma and help show the way to full recovery.



## THE BEST GUIDELINES FOR YOUR RECOVERY FRIENDLY WORKPLACE INITIATIVE

There are only a handful of Recovery Friendly Workplace programs in the U.S. Conclusive data regarding performance metrics and practices are still being collected. But here are the most essential guidelines to include in your planning and actions.

### 1. Get buy-in from leadership and employees alike.

Share a top-line description of the RFW program – and be clear about what’s in it for everyone involved: Better productivity, better safety, happier employees, greater loyalty and engagement – and creating a healthier work environment.

### 2. Talk about it openly.

For too long, “addiction” has been covered up by silence and shame. It’s time to change the way we talk about it. Make the narrative about recovery, hope, and forward movement.

### 3. Reduce gossip and protect personal dignity.

When an employee is suffering from SUD, colleagues tend to talk about it. But you can reset the tone by asking everyone to respect privacy, embrace recovery, and pull together.

### 4. Pay attention to your language.

Use constructive language that emphasizes the person, not the disease or disorder. Examples: Replace “Addict,” or “druggie” with “person with a substance use disorder” or “person in recovery.” Replace: “Drug abuse” with “drug use” or “substance misuse.” Replace: “Clean” with “in recovery” or “substance-free.”

### 5. Treat SUD like what it is – a health condition.

SUD is a health issue and it can be treated effectively. An employee with diabetes is essentially no different than one with SUD. And an employee recovering from a disabling accident should be treated no differently than one recovering from SUD.

### 6. When you’re hiring, keep an open mind.

If the prospective employee reveals a history of SUD or that they are in recovery, remember that he or she has a medical condition that doesn’t necessarily disqualify them from being a good employee. Reconsider possible candidates who have a “criminal background” that is only related to their SUD.

### 7. Create wellness programs.

Work/life balance and well-being can be incorporated into the workplace. From flex time to healthy eating options, wellness programs send the message that work and personal health should be joined.

### 8. Be alcohol-conscious.

Serving alcohol at work events can be a trigger for someone with SUD. Consider a variety of non-alcoholic options.

### 9. Participate in recovery-focused community events.

Making your position known publicly tells everyone that being a Recovery Friendly Workplace is a point of pride.

### 10. Build a working relationship with recovery organizations.

Make sure area recovery groups are positioned as a resource for employees.



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## AGENDA

Pledge of Allegiance

**Senator Tom A. Wright**

Invocation

**Rev. Dr. William Bradley, Jr**  
New Hope Baptist Church

Opening Remarks

**Barbara Ann Heegan, President & CEO**  
Port Orange South Daytona Chamber of Commerce

Introduction of Speaker

**Michael Agri, Board Chair**

Keynote Speaker

**Volusia Sheriff Mike Chitwood**

### **Panel Discussion**

NarCan Training

**Missy Ellerbee, Office Manager/Outreach Specialist**  
Volusia Recovery Alliance

Closing Remarks

**Dr. Alex White**  
Progressive Medical Research

### **Table Topic Discussion/Action Steps**





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## OUR PANELISTS



**Karen Chrapek**  
**Executive Director**  
Volusia Recovery Alliance



**Matthew Reinhart**  
**Volusia County Councilman**  
District 2



**Danny Robins**  
**Volusia County Councilman**  
District 3



**Lane Jennings, Jr. LCSW, MCAP**  
**Program Supervisor/Coordinator**  
Adult Behavioral Services  
Halifax Health



**Doug Collins**  
**Attorney**  
COBB COLE  
Attorneys at Law Since 1925



**Dr. Stephen C. Viel MD, MBA**  
Shoreline Medical  
Addiction Treatment  
Halifax Health





A Message from Karen Chrapek  
Executive Director  
Volusia Recovery Alliance

I am happy to welcome our elected officials and honored guests. This power networking luncheon will shine a light on the continuing Opioid Epidemic along with possible solutions.

I am Karen Chrapek, Executive Director of the Volusia Recovery Alliance, Inc. I have lived in Volusia County for more than 20 years as a voter, homeowner and a woman in active recovery. My recovery story began 41 years ago when my life spiraled out of control due to my drug use. Although I was a candidate for recovery when I was 20, another nine years went by before I asked for help, the main reason being stigma. It is for that reason a big part of what the VRA does is to squash stigma. Each and every one of you in this room can help us in that endeavor.

The initiative of growing Recovery Friendly Workplaces ties into stigma reduction, because sustainable employment is a primary recovery tool. As you know, our recovery community and beyond has been dramatically affected by the Opioid Crisis. It is not only the person who misuses drugs who is impacted, but also loved ones, children, and employers. More recovery tools, especially in the realm of employment, can go a long way in healing our community.

As a result of working closely with CareerSource Flagler/Volusia through our Career Connect contract, Volusia Recovery Alliance is now a Mini Career Link Center. This allows us to continue to provide vital career development resources.

Thank you to all of our community partners especially DCF, LSF Heath Systems, the Volusia Sheriff's Office, CareerSource Flagler/Volusia, First United Methodist Church in Ormond Beach, and Halifax Health.

The Volusia Recovery Alliance, Inc. (VRA) is a CAPRSS accredited, grassroots not-for-profit education and advocacy Recovery Community Organization (RCO) committed to furthering the message that recovery is possible for anyone who desires a life of wellness.

Purpose: Coordinate peer driven services that provide substance use recovery resources.

Mission: We exist to serve all those seeking recovery from the impact of addiction including families, friends and allies.

Vision: We work to mobilize resources, reduce barriers, increase awareness and support in an effort to eliminate stigma and enhance recovery through multiple pathways.

We link those people with substance use disorder, their loved ones, and allies to the resources that help sustain recovery.

VRA is a strong, committed and diverse network of allies and individuals in recovery who are actively engaged in efforts to:

- \* Eliminate the stigma of substance use disorder
- \* Build a vibrant recovery-ready community
- \* Represent the voice of recovery, and those individuals impacted by addiction
- \* Promote harm reduction via our New Chance NarCAN outreach committee
- \* Serve as a local FL Department of Children and Families approved Narcan distributor

Our services include:

- Hope Hub resource, engagement and education center
- Substance Use Disorder Trainings including overdose response & reversal with free Narcan distribution
- Peer support: one-on-one recovery coaching services
- Linking to services/resources
- Parent Café
- Fathers Inspiring Recovery & Evolution (FIRE)
- Bridge4Hope
- Invitation to Change Family Group
- A Window Between Worlds
- Building First Responder Resilience/After the Call support groups
- Career Connect / Mini Career Link
- Freedom to Change
- Advocacy
- Transportation: recovery rides and bus passes when funding is available
- Project Rebirth Affiliate





SMA Healthcare is a CARF accredited, not-for-profit healthcare agency that has been providing exceptional behavioral healthcare to individuals living with substance use, mental health disorders or both for over 60 years in the Volusia community and beyond.

**Mission:** To transform lives through exceptional substance use, mental health, and primary care services

**Vision:** We envision a community where all have access to the healthcare services needed to find hope, healing, and recovery.

**Our services in Volusia include:**

#### Community Prevention, Outreach, and Education

- Partnerships with schools, community clubs, churches, businesses, and others to provide prevention, education, and outreach in the community
- Parenting classes for adults struggling with substance use that is impacting parenting

#### Crisis Services

- 24/7 crisis stabilization services for adults experiencing a mental health crisis, both voluntary and involuntary (under the Florida Baker Act)
- 24/7 detoxification services for adults wanting medical intervention to assist with withdrawal from substances, both voluntary and involuntary (under the Florida Marchman Act)
- 24/7 Helpline and Mobile Crisis Response Team for individuals of any age experiencing a mental health or substance use crisis

#### Residential

- DeLand Men's Residential Treatment (DMRT)—men's substance use treatment
- Residential Adolescent Program (RAP)—adolescent substance use treatment
- Reality House 1 and 2—work release and substance use treatment for inmates
- Women Assisting Recovering Mothers (WARM) \*located in Flagler County

#### Outpatient

- Behavioral health screening services for adolescents and adults
- Mental health therapy for adults
- Substance use therapy for adolescents and adults
- Psychiatric medication management for adults
- Medication management for Opioid and Alcohol Use Disorders
- Case management services for adults
- Florida Assertive Community Treatment (FACT) Team
- First Episode of Psychosis Team (Navigate)

Services vary by location, so please contact our 24/7 SMA Helpline at 800-539-4228

Residential Adolescent Program (RAP) ages 13 - 17  
1-800-539-4228





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## **Community Providers for Substance Use Disorder**

Stewart Marchman Act (SMA)  
1-800-539-4228    smahealthcare.org

Volusia Recovery Alliance (VRA)  
386-777-PEER    volusiarecoveryalliance.org

Community Care Network  
386-255-5569    outreachinc.org

## **Outpatient Treatment**

Break the Cycle – Daytona Beach and Bunnell Area  
BreakTheCycle12.com  
(386) 307-4419

Oasis Treatment Center – New Smyrna, Port Orange, Daytona Beach  
oasistreatmentcenter.org  
(386) 341-1303

Heartstone – Daytona Beach  
heartstonefoundation.org  
(386) 238-1348

Shoreline Behavioral Health Services  
shorelinebhs.org  
(843) 365-8884

\*For a list of men's and women's recovery houses visit [volusiarecoveryalliance.org](http://volusiarecoveryalliance.org)

## **Support Groups**

Narcotics Anonymous  
daytonana.org  
(844) 344-3155

Alcoholics Anonymous  
aadaytona.org  
(386) 756-2930

Celebrate Recovery – New Smyrna Beach  
firstpresbyteriansb.com  
(386) 428-2397

Salty Church Life Recovery Program – Ormond Beach  
salty.org  
(386) 615-9180



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Here are some helpful links to reference after our program today.

### **Recovery Ready Workplaces**

[www.dol.gov/sites/dolgov/files/ETA/RRW-hub/pdfs/RRW\\_Toolkit\\_508\\_FINAL\\_v5%2011.8.23.pdf](http://www.dol.gov/sites/dolgov/files/ETA/RRW-hub/pdfs/RRW_Toolkit_508_FINAL_v5%2011.8.23.pdf)

### **Florida Division of Worker's Compensation regarding the Drug Free Workplace Act**

[www.myfloridacfo.com/docs-sf/workers-compensation-libraries/workers-comp-documents/brochures-and-guides/drug-free-workplace-guide.pdf?sfvrsn=8647074d\\_2](http://www.myfloridacfo.com/docs-sf/workers-compensation-libraries/workers-comp-documents/brochures-and-guides/drug-free-workplace-guide.pdf?sfvrsn=8647074d_2)

### **CareerSource Flagler/Volusia**

[www.careersourcefv.com](http://www.careersourcefv.com)

## **Investing in Treatment & Recovery Saves Lives and Dollars**

Every \$1 in treatment offsets \$4 in health care costs and \$7 in criminal justice costs (total of \$11).

That means that the \$442 billion spent annually could be reduced to \$40.2 billion (that's a savings of \$401.8 billion).

Facing Addiction in America, The Surgeon General's Report on Alcohol, Drugs and Health; US Dept. of Health and Human Services  
2016

