

ECHO – Recovery Friendly Workplaces, Strategies to Address Employee Substance Use & Mental Health

April 17th - July 10th, 2024

The following resources, arranged by session topic, were provided by speakers, panelists and/or participants during this ECHO series. While most of these resources are based in NH, with some in VT or national, similar programs and services can likely be identified in other States so hopefully are relevant more broadly. These resources were provided during the time period of the ECHO and over time may become outdated.

Cross-Cutting Resources and Information:

- [NH 211](#) or call 211, Comprehensive information and referral service for health and social service related needs.
- [The Doorway NH](#)
- [9-8-8 National Suicide & Crisis Hotline](#) or call 988, Rapid Response Mental Health Access Point
- [CNH Public Health Networks](#)

Session 1: Understanding Substance Use Disorder and Eliminating Stigma (Didactic Speaker, [Recovery Friendly Workplace](#))

- [National Institute on Drug Abuse](#)
- [Understanding Drug Use and Addiction](#) – National Institute on Drug Abuse
- [Recovery Research Institute](#)
- [American Society of Addiction Medicine](#)
- [New Hampshire Rapid Response Access Point](#)
- [Substance Use Disorder Organization in NH](#) – The Doorway, State of New Hampshire
- [The Partnership \(drugfreeNH\)](#)
- [Substance Use Disorder Treatment Organization in VT](#) – RecoveryVT
- [Facing Addiction in America: The Surgeon General's Report on Alcohol, Drugs, and Health](#). Substance Abuse and Mental Health Services Administration (US), & Office of the Surgeon General (US). (2016). US Department of Health and Human Services.
- [The Classification of Substance Use Disorders: Historical, Contextual, and Conceptual Considerations](#). Robinson, S. M., & Adinoff, B. (2016). Behavioral sciences (Basel, Switzerland), 6(3), 18.
- Dianova, Consequences of Addiction Stigma (**retry finding this source**)
- [Do Words Matter? Stigmatizing Language and the Transmission of Bias in the Medical Record](#). P Goddu, A., O'Connor, K. J., Lanzkron, S., Saheed, M. O., Saha, S., Peek, M. E., Haywood, C., Jr, & Beach, M. C. (2018). Journal of general internal medicine, 33(5), 685–691.

Session 2: Benefit and Challenges of Hiring Workers in Recovery

- [Chameleon Group Role as Recovery Friendly Workplace](#)
- [Benefits of Recovery Ready Workplace Policies](#) - U.S. Department of Labor
- [Substance Use Cost Calculator for U.S. Employers](#) (article detailing cost savings of employees in recovery and costs of substance use)

Session 3: Distinguishing Impairment from Other Performance Concerns

- [Developing a Drug-Free Policy](#) – Substance Abuse and Mental Health Services Administration (SAMHSA)
- [What is Fitness of Duty Examination](#) – American College of Occupational and Environmental Medicine (ACOEM)
- [When Fitness for Duty Exams are Allowed](#) – Society for Human Resources Management
- [Health Information Privacy, Confidentiality Exceptions](#) – US Department of Health and Human Services
- [RFW Policy Example](#) (enter password: R3c0v3ry) – Hamilton County Public Health
- [Sample Fitness for Duty Policy](#) – California Medical Evaluators

Session 4: Supportive Conversations and the Law

- [ADA Foundations](#) – Americans with Disabilities Act (ADA) National Network
- [Enforcement Guidance on Disability-Related Inquiries and Medical Examinations of Employees under the ADA](#) – US Equal Employment Opportunity Commission (EEOC)
- [Depression, PTSD, & Other Mental Health Conditions in the Workplace: Your Legal Rights](#) – EEOC
- [The Mental Health Provider's Role in a Client's Request for a Reasonable Accommodation at Work](#) – EEOC
- [Mental Health Program in Manchester](#) – Mental Health Center of Great Manchester

Session 5: Return to Work Agreements

- [Americans with Disabilities Act](#)
- [Family and Medical Leave Act](#) – US Department of Labor
- [What is an Employee Assistance Program?](#) – US Office of Personal Management

Session 6: Drug Testing Best Practices and Considerations

- [Mandatory Guidelines for Federal Workplace Drug Testing Programs](#) – Federal Register
- [Drug-Free Workplace Programs](#) – SAMHSA
- [Federal Department of Regulations Drug Schedules](#) – US Drug Enforcement Administration
- [SPARK: Program to Enhance Recovery Knowledge](#) – SAMHSA
- [Office of Drug & Alcohol Policy & Compliance](#) – US Department of Transportation

- [Drug Enforcement Administration Drug Scheduling](#). Lopez, M. J., Preuss, C. V., & Tadi, P. (2023). In *StatPearls*. StatPearls Publishing.
- [Legalization of Cannabis – Implications for Workplace Safety](#) – ACOEM
- [State drug testing laws, cannabis testing laws, workers’ and unemployment compensation, and more.](#) – Current Compliance
- [State Drug Testing Rules: A Web of Compliance and Opportunity](#) – US Drug Test Centers
- [Closer look at Drug Testing Panels](#) – Quest Diagnostics
- [American Association of Medical Review Officers](#)
- [Oral Fluid Drug Tests](#) – Abbot Toxicology
- [Hair Drug Testing](#) – European Union Drugs Agency
- [Fingernail Drug Test](#) – United States Drug Testing Laboratories, Inc.
- [Blood Drug Test](#) – Banyan Treatment Centers
- [Rescheduling and Marijuana](#) – Federal Register
- [Comparison of Key Attributes of 5 Drug Testing Methods Relative to Testing for Marijuana](#) – Occupational Health and Safety

Session 7: Workplace Culture for Safety and Mental Health

- [NH Recovery Friendly Workplace Initiative](#) – State of New Hampshire
- [Recovery Friendly Workplace Institute](#)
- [NIOSH resources on Substance Use and Work](#)