

Today's weather



HIGH: 73  
LOW: 55

Sunrise: 6:19  
Sunset: 8:30

# THE GAZETTE

For home delivery,  
call (330) 725-4166

*Serving Medina County Since 1832*

**SATURDAY, May 6, 2023**

**\$2.50**

## MEDINA COUNTY

# Organization creates recovery-friendly workplace initiative

**Sara Crawford**  
The Gazette

MEDINA — In an effort to make businesses throughout Medina County more friendly toward people in recovery, Hope Recovery Community has created the Medina County Recovery Friendly Workplace Initiative.

"This is our way to really give back to local businesses and help support them, (while at) the same time help supporting people in recovery, family members and loved ones that are impacted by addiction," said Stefanie Robinson, executive director of Hope Recovery Community.

Over the past year, Hope Recovery Community has worked to create the Medina County Recovery Friendly Workplace Initiative with support from the Medina County ADAMH Board, the Medina County Health Department, the Medina County Sheriff's Office, Medina County's administration and the Medina County Economic Development Corp.

"Addiction hits everyone," Robinson said. "Everyone is impacted in some way, and we know our businesses are impacted."

Companies participating in the Recovery Friendly Workplace Initiative will first attend an orientation, followed by signing a letter of intent in becoming a recovery-friendly workplace.

The implementation of the initiative would range over 12 months, with three separate trainings that would last 30 minutes to an hour.

The training sessions will include naloxone training, along with discussions about mental health, addiction, recovery in the workplace and non-stigmatizing language.

Robinson said that the hope is to train as many employees as possible within each participating company or business.

Training sessions will be offered in person, virtually or via a hybrid model to allow flexibility for employers, she said.

"We want to keep it manageable and accessible for people to be able to navigate," Robinson said.

Each company will have a recovery-friendly advisor from Hope Recovery Community to help them along the process and answer any questions staff members may have as they go through each training.

Robinson is the recovery-friendly adviser for Pride One Construction, a company based in Granger Township. She said that the company has been a big supporter of Hope Recovery Community and asked about a year ago how it could help more.

See **INITIATIVE**, A5

## INITIATIVE

From A1

"We started to talk about (how) there's a gap in helping businesses to employ and retain people that are impacted by addiction," Robinson said, which later led to the creation of the Recovery Friendly Workplace

Initiative within Medina County.

Medina County ADAMH Board Executive Director Phillip Titterington said that ADAMH Board staff members are also going through the training process to become more educated on creating a culture of recovery.

He said that Robinson recently talked with staff members about

non-stigmatizing language regarding addiction and substance use disorders, showing how some words can be stigmatizing toward others.

When stigma goes down, Titterington said that people are more accepting of people in recovery or with substance use disorders and are more willing to become educated on the topics themselves.

"Not only is stigma going down, but the willingness to become more educated and trained is increasing (within Medina County)," he said.

Robinson said that as the initiative grows over time, it will be able to work with a range of companies from small businesses, corporations, non-profit organizations and more.

Titterington said that it is import-

ant to have a wide range of businesses throughout the area getting involved in the initiative.

"People in recovery come from all walks of life," he said. "There's not one mold necessarily. People in recovery work within all aspects of a community."

Contact reporter Sara Crawford at (330) 721-4063 or [scrawford@medina-gazette.com](mailto:scrawford@medina-gazette.com).