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## A Visual Checklist to Help Identify Recovery-Hostile Norms in Professional Settings

### WORKPLACE RED FLAGS

#### **SIGNS THAT WORKPLACE CULTURE MAY BE NORMALIZING SUBSTANCE USE OR MARGINALIZING RECOVERY**

-  ALCOHOL OR OTHER SUBSTANCES AT STAFF EVENTS
-  UNDERPLAYING RISK TO “PROFESSIONAL REPS” OR “GOAL ACHIEVEMENT”
-  JOKING ABOUT MISUSE OR INTOXICATION
-  LACK OF SUPPORT FOR RECOVERY ACCOMMODATIONS
-  PROTESTS OR PUSHBACK WHEN SOBRIETY IS MENTIONED
-  NO STAFF TRAINING AROUND SUBSTANCE USE DISORDERS
-  CUTTING SOCIAL TIES WITH STAFF RETURNING FROM TREATMENT

**PROMPT: WHAT KIND OF SUPPORT COULD YOU  
OFFER A COWORKER IN RECOVERY?**

Use this tool to recognize hidden workplace dynamics that may discourage sobriety, limit disclosure, or reinforce stigma—and prompt a shift toward supportive, inclusive environments.