



Holland Pathways

YOUR PATH TO RECOVERY



How to Get Treatment & Keep Your Job



Holding down a job and struggling with substance abuse are not mutually exclusive. In fact, according to one study, nearly 70% of people wrestling with drug or alcohol abuse are capable of fulfilling the duties required for a full-time job. Despite their best efforts, however, those same people will likely end up losing their jobs due to that abuse. Whether it's performing below their usual standard, or continually having to take "sick" time, these individuals will find that the disease of addiction always catches up with you eventually. But, you don't have to wait until that happens. Asking for help is not a sign of weakness.

When it comes to getting treatment and keeping your job, it just may be the best thing you can do.



HOW TO GET TREATMENT & KEEP YOUR JOB

Be Proactive!

If you or someone you know has been wrestling with substance abuse, telling someone about it may seem like the worst-case scenario. Thankfully, your company's HR department and/or Employee Assistance Program (EAP) exists for exactly this situation. Their job is to walk you through your options for getting help, and to advocate on your behalf with the company. The best thing you can do is to explain to your HR or EAP rep about what is going on, ask for help, and be willing to follow through on their recommendations. If you wait until the quality of your work starts to suffer or you show up to work intoxicated, it may be too late. The Americans with Disabilities Act makes it illegal to fire someone for disclosing their substance abuse issues or going to treatment for help, but your employer is completely within their rights to fire you if your substance abuse starts affecting your work. Getting in front of your addiction is key.



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Examine Your Options!

So you came clean to your employer and asked for help. That is the first step. If you've been proactive, and didn't wait until your job was on the chopping block, the odds are in your favor. But, just admitting that you need help isn't the only part of the process. You also must be willing to follow through on whatever help your employer offers. EAP and HR departments are trained to work with employee substance abuse issues, and they can help you develop a treatment plan. For example, they may offer to send you to a residential treatment facility or intensive outpatient program. If this is the case, you may be allowed time off under the Family Medical Leave of Absence Act (FMLA). Not all businesses are covered under FMLA, but ask your HR rep if you're not sure. If you have this benefit, take advantage!

Not sure if you have an EAP, or even an HR rep? The best place to start is with your supervisor. You don't have to tell them what's going on, but asking for the details on where to get help is key. Then, HR can help walk you through the procedures in place to get help and keep your job. Remember: Your employer has these departments because it is in their best interest to keep their employees healthy and happy. You're not doing anything wrong by prioritizing your health. However, once you've begun to walk down the road to recovery, make sure you commit. Your employer is invested in your recovery, too, so take it seriously!





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Commit!

By now, you've sat down with your HR department and EAP. They helped craft a treatment plan and you are scheduled to enter into a residential treatment program. Although it may be scary and overwhelming, dive headfirst into this experience. Sobriety is not something that happens overnight. It is a specific way of living your life. Take the time you have in treatment to focus entirely on yourself and getting better. Your job supports you and wants you back — but only if you're healthy and moving in the right direction. Work with your therapists and case managers. They are there to ensure that you get the most out of your time in treatment and are set up for success when you finish.

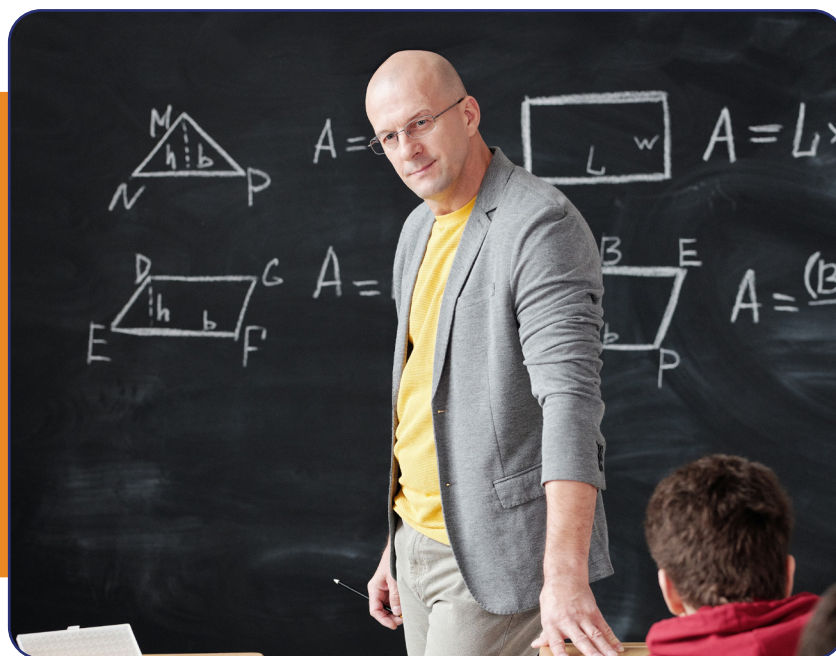
You've got this!





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Aftercare



Towards the end of your time in treatment, your case manager will sit down with you to discuss aftercare plans. The role of the case manager is to develop a system of therapists, recovery communities, and support systems post-treatment. They also act as the main point of contact with your employer. Depending on the requirements of your employer's treatment plan, they may ask for regular updates during your time in the program. Allowing open communication and following your treatment goals is a great way to demonstrate professionalism and a real desire to better yourself.

Transitioning into early recovery can be difficult. While you may have changed a lot, the rest of the world has not. It is important to stay adaptable and lean into your support system. You may find that your priorities have changed. That is to be expected. Continue to be open and honest and ask for help. At the end of the day your recovery is what matters most. Putting your health and peace of mind first will allow everything else to fall into place. You've been given a second chance at life and your career. Don't waste it!

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How Can We Help?



Whether or not you have an EAP or HR rep, our caring admissions team is here to help as well. They've worked with thousands of people just like you and can provide advice on everything from how to figure out your insurance, to how to approach the conversation with your boss. You don't have to go it alone. In fact, you're more likely to succeed if you have caring, professional guides walking alongside you on this new path. We're ready when you are.



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