Hospitality Workplace
Wellness Toolkit

www.chowco.org

CHQW
CULINARY HOSPITALITY OUTREACH WELLNESS
Pre-2022: 67% of workers deemed employers responsible for helping to achieve a better life.
Since-2022: this figure has risen to 78%.

Many have called into CHOW, sharing similar stories:
“We are short-staffed with workers leaving. Their mental health is at risk, the money isn’t enough, remaining staff is burnt out. What can we do, right now, to not lose one more person?
To let them know that we care about their mental health?”

To support your efforts, CHOW has measured success by implementing:
**Part 1: Practical, Immediate, Low Cost, or Free**

**Pro-tip:** Start with Part 1, explore in 10 steps as applied to your workforce. Keep in mind — fast or forced change can be traumatic or static — create a slow, consistent pace for sustainable, industry solutions.
Ask your staff what would support their mental health today.
Listen and validate what you’ve heard. Then act on what you’ve been told.
There is no one-size-fits-all solution.
Leaders are rising to meet industry workers' expectations.

We hope these tools help your operation — and the human beings working in it — grow and flourish!
First option: An investment of time — not monetary resources!

Visit chowco.org for resources or contact us for assistance with any conversation.
"Temperature Take"

Measure mental temperature daily, with your team at pre-shift:

CHOW knows that we often don’t have the right word for our feelings. This is why we have what we call a: “temperature take.”

We ask how we are feeling on a scale from rare to well done — rare, meaning juicy, full of life — well done, meaning, joyless, flavorless.

Providing an opportunity to express care, asking, “What would need to happen to get you from well done to a medium?” Sometimes it’s an easy fix.

Sometimes just being asked helps a person feel valued as more than just “two hands and a heartbeat.”
Encourage staff to be open about their struggles. Normalize vulnerability and transparency — it is a human experience to have a bad day now and again.

As such, don’t push for details. It’s okay to care and simultaneously recognize that, as a manager, you may not be qualified to provide therapy.

Does the person need to stay busy to be distracted from troublesome thoughts? Do they need to take a day off? Take an hour to go pet their dog? Let off steam in the walk-in? Do they need someone to sit with them while they call a hotline?

Work together to ensure mutual success, but for safety’s sake — know the limitations of your role as a boss, coworker, or friend.
Lead by Example

Check Yourself
You are always on stage. What others see, sets the bar. So take care of yourself:

What you are doing to support your own wellness?
Hitting the gym? Meditating? Taking morning walks? Spontaneous dance-off in the dining room?

Great! Talk about it.

Lead, by Exemplifying:
- Sit down to eat, take a break, drink a glass of water.
- Take a moment to breathe, when things get chaotic.
- Role-model, “not sweating the small stuff.”
- Ask for help, and accept it, however it arrives.
- Talking about wellness let's others know 'it's okay to be okay.'

Pro-tip: Taking time off is not letting your team down, it’s letting them step up. It demonstrates trust and frees staff to use their time off wisely as well.
Sharing Success

Is someone on the team thriving?

- Ask them to share what's working for them.
- And suggest they, or you, share it with the team.

*For example:* One chef we know works long hours. They are passionate about their motorcycle rides. They protect their sanity by taking a short break each day to take a 20-minute ride to clear their head.
Appreciation

Nominations:

- Allow staff to nominate each other, and management, for outstanding behavior.
- Consider rewarding the team with gift certificates for your business.
- Or, partner with other businesses in your neighborhood to share gift cards to use as rewards.

**Progress:** This can also help you keep track of who's putting in extra work or effort, whether it's job specific, or being someone that a coworker can lean on.
Let's Talk About It

Talk about mental health and wellness and resources often:

- Putting up a poster or sending an email is *not enough*.
- Revisit resources *often*, and *share* with your team.
- Though employees may not arrive to work "declaring" they've used a resource, at least you have *made it clear* that you are invested in your staff’s welfare both *on and off* the clock.
Maintain a Local and National Resource Guide

Resource your community for:
Free/no-cost human services, emergency shelter, food, clothing, financial help, legal assistance, mental health, recovery support groups, and more.

*Hospitality workers may be unaware of resources — if no one talks about them at work — where they tend to spend most of their time.*

Ways to start the conversation toward wellness and recovery:
- Welcome staff to contribute to a resource guide.
- Invite a guest speaker to daily or weekly family-meals or pre-shifts.
- Network neighborhoods' “handbook to the streets,” saving search time!

*Pro-tip:* Remember leaders, you do not have to do this alone. **CHOW can help.**

*Did you know?* There are nearly 100 resources for mental health, wellness and recovery in the CHOW Workbook: "Reflections and Recipes for Wellness."
Guide Resources (cont'd.)

Local and National Resource Guide

Khesed Wellness
Khesed Wellness makes outpatient mental health and wellness services affordable for the underinsured. Khesed also offers no cost therapy hospitality workers in CO, TX, and MI.

Crisis Text Line
In a crisis? Text HOME to 741741 to connect with a Crisis Counselor. This number is not only for Crisis. If you or a friend/coworker are experiencing powerful emotions, text or talk to someone.

Colorado Mental Wellness network
Through education and advocacy, the Colorado Mental Wellness Network seeks to provide opportunities for individuals to improve the quality of their lives, give back to the community through meaningful roles, and to change the perceptions of behavioral health.

Advocates for Recovery
Advocates For Recovery Colorado offers support and services to individuals and family members suffering from active addiction, as well as the growing pains of early recovery.

The Giving Kitchen
Stability Network by Giving Kitchen
Through partnerships with national, regional, and local service organizations, as well as curated services specific to Giving Kitchen referrals, the Stability Network has connected thousands of people to resources related to mental health and substance misuse, physical health and wellness, employment, housing and utilities, and family and social services.

National Suicide Prevention Lifeline
The Lifeline provides 24/7, free and confidential support for people in distress, prevention and crisis resources for you or your loved ones, and best practices for professionals in the U.S. This number is not only for Crisis. If you or a friend/coworker are experiencing powerful emotions, call and talk to someone.

Visit chowco.org for more resources. If you or your staff need further than listed, please contact us and we will try to connect you with the right resource.
Keep it Simple

Old thinking said you had to have something on the menu to please anyone who walked in the door.

New thinking teaches, less is more:

- Specialize in what could be sourced and executed consistently — taking stress off the heart-of-house — who may work multiple stations during staff shortage.

- Limit the menu to "hero" items — which still ensures favored items by regulars, while staff's knowledge of specialties maintains consistency — versus daily runs.

- Limit operating hours — maximizes staff energy levels, and moves the bottom line to your favor — balancing and controlling the cost of labor.

Progress: How can you simplify your menu + limit your operating hours + and govern the flow of business?
**Educate**

Talk to your team at premeal about mental health and wellness

Dedicate a week or two to spend a few minutes during premeal to educate your team about:

- Self care vs. self soothing
- Conflict resolution
- Communication
- Active Listening
- Communication Styles and Behavior
- Critique vs. Criticism
- 8 Ingredients for Wellness

**Pro-tip:** Contact CHOW for conversation starters and information.

Visit chowco.org for information to share and example scripts.
Maintain MHSSP

If HACCP protects by systemizing hazards from delivery to consumption, a MHSSP (Mental Health Self Service Plan) protects mental health hazards. This tool allows staff to identify what works to regulate mood – in calm or chaos – to feel prepared:

MHSSP – Mental Health Self Service Plan
Daily Maintenance (Self Report Survey at time of hire?)

<table>
<thead>
<tr>
<th>Medication:</th>
<th>My supporters:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Therapist/Counselor:</td>
<td>I/others know I’m well when:</td>
</tr>
<tr>
<td>Mutual Aid:</td>
<td>I/others can tell when my mental health</td>
</tr>
<tr>
<td>Wellness Activities:</td>
<td>is challenged (warning signs):</td>
</tr>
<tr>
<td>Things that help me feel better:</td>
<td></td>
</tr>
<tr>
<td>Things that should be avoided:</td>
<td>Activators:</td>
</tr>
<tr>
<td>Things others have done that work:</td>
<td>Action plan early:</td>
</tr>
<tr>
<td>Things that don’t help:</td>
<td>Action plan when things are getting worse:</td>
</tr>
</tbody>
</table>

_Pro-tip:_ Print a MHSSSP card for each employee to fill out (to keep with them or share). If an employee is activated by an event, these modes can find slated, calm solutions.
Resources

Mental Health, Wellness, and Recovery Resources:
*If you are in crisis or you think you may have an emergency, call 911 immediately. If you’re having suicidal thoughts, call 1-800-273-TALK (8255) or text 741741 to talk to a skilled, trained counselor at a crisis center in your area at any time. If you are located outside the United States, call your local emergency line immediately.*

Resources for Exploring Recovery from Substance Use or Other Addictions:
**Recovery Dharma** uses Buddhist practice and principles to heal the suffering caused by all types of addiction. It is an international community of people who host and participate in weekly meetings to support our sobriety and wellbeing through meditation, self-inquiry, and sharing. ([recoverydharma.org](http://recoverydharma.org))

**Secular Organizations for Sobriety (SOS)** is a nonprofit network of autonomous, non-professional local groups, dedicated solely to helping individuals achieve and maintain sobriety/abstinence from alcohol and drug addiction, food addiction and more. ([sossobriety.org](http://sossobriety.org))

**Self-Management And Recovery Training (SMART)** is a global community of mutual-support groups. At meetings, participants help one another resolve problems with any addiction (to drugs or alcohol or to activities such as gambling or over-eating). Participants find and develop the power within themselves to change and lead fulfilling and balanced lives. ([smartrecovery.org](http://smartrecovery.org))

**SheRecovers** explores the many ways you can help inspire hope, reduce stigma, and empower women who are seeking recovery from substance use disorders and related issues such as anxiety, depression and other mental health disorders, other behavioral health issues, and/or life challenges. We’re all recovering from something. ([sherecovers.org](http://sherecovers.org))

**Women for Sobriety** is an non-profit organization dedicated to helping women discover a happy New Life in recovery from substance use disorders. ([https://womenforsobriety.org](http://https://womenforsobriety.org))

**The Phoenix’s Mission** is to build a sober active community that fuels resilience and harnesses the transformational power of connection so that together we can rise, recover, and live. ([thephoenix.org](http://thephoenix.org))

**Moderation Management** is a lay-led non-profit dedicated to reducing the harm caused by mis-use of alcohol. ([moderation.org](http://moderation.org))

**Wellbriety Movement** sets out to disseminate culturally based principles, values, and teachings to support healthy community development and servant leadership, and to support healing from alcohol, substance abuse, co-occurring disorders, and intergenerational trauma. ([wellbrietymovement.com](http://wellbrietymovement.com))

**In the Rooms** offers to people from around the world to connect with one another and help each other along their recovery journeys, through live meetings, discussion groups, and many other tools. ([intherooms.com](http://intherooms.com))

**Just Think Twice** provides facts about different drugs and drug abuse, addresses common myths; includes advice, stories, and information about drugs. ([justthinktwice.gov/drugs](http://justthinktwice.gov/drugs))

**Alcoholics Anonymous** has been helping alcoholics recover for more than 80 years. AA’s program of recovery is built on the simple foundation of one alcoholic sharing with another. If your drinking is out of control, AA can help. ([aa.org](http://aa.org))
Narcotics Anonymous provides support for individuals who are recovering from drug addiction through a 12-step program including regular attendance at group meetings.

Never Use Alone, at 1-800-484-3731, provides a service where if you are going to use drugs by yourself, an operator will stay on the line with you. If you stop responding after using it, the operator will notify emergency services.

Workaholics Anonymous is a fellowship of individuals who share their experience, strength, and hope with each other that they may solve their common problems and help others recover from workaholism.

Underearning is many things, not all of which are about money. While the most visible consequence is the inability to provide for one’s needs, including future needs, underearning is also about the inability to fully acknowledge and express our capabilities and competencies. The Tools of UA include the 12 Steps as additional tools to support taking action that will create lives that are full, prosperous, and serene.

Gamblers Anonymous: The fellowship of Gamblers Anonymous is the outgrowth of a chance meeting between two men during the month of January in 1957. Gamblers Anonymous is a fellowship of men and women who share their experience, strength and hope with each other that they may solve their common problem and help others to recover from a gambling problem.

GamTalk is a supportive community of helping people with gambling issues share their experience and ideas. Joining is free, anonymous, and lets you take part in community discussions, scheduled chats and more.

The National Council on Problem Gambling is a national advocate for programs and services to assist people and families affected by problem gambling. Their vision is to improve health and wellness by reducing the personal, social and economic costs of problem gambling. They host a 24 hour confidential helpline at 1-800-522-4700

If your life is unmanageable because of debt or you are sick of bouncing checks, paying late fees, and having creditors knocking at your door, Debtors Anonymous may be able to help. DA offers hope for people whose use of unsecured debt causes problems and suffering in their lives and the lives of others.
Sex and Love Addicts Anonymous is a twelve-step program for people recovering from the patterns of sex addiction and love addiction. SLAA fosters supportive spaces for individuals of all ethnicities, gender identities, ages, religions, sexual orientations, physical or mental abilities, histories, legal consequences, and experiences.

Internet and Technology Addicts Anonymous (ITAA) is a fellowship program dedicated to individuals, partners and families dealing with excessive technology use. ITAA offers hope, resources and support to persons confronting the social, economic and interpersonal problems brought about by an overuse of technology.

Overeaters Anonymous is a community of people recovering from unhealthy relationships with food and/or body image. The National Eating Disorders Association (NEDA) is the largest nonprofit organization dedicated to supporting individuals and families affected by eating disorders. NEDA supports individuals and families affected by eating disorders, and serves as a catalyst for prevention, cures and access to quality care.

For Concerned Significant Others At Work Or Home

Narcan Training: https://www.youtube.com/watch?v=6kgn4tlp-ws Learn how to tell if someone has overdosed and when to administer Narcan (naloxone) nasal spray to reverse an overdose.

The Recovery Friendly Workplace Initiative gives business owners the resources and support they need to foster a supportive environment that encourages the success of their employees in recovery.

The Peer Center of Excellence has a free Recovery Friendly Workplace Toolkit you can download to prepare yourself for changing expectations for employers to support workers who identify as in recovery.

The Center for Motivation & Change (CMC) is a group practice of dedicated clinicians and researchers who rely on science and kindness to help people change. We employ respectful, flexible, evidence-based approaches to address substance use and compulsive behavior problems as well as other mental health issues, including trauma.

Thrive! Family Recovery Resources seeks to bring hope and restoration to the families of loved ones suffering from substance use or co-occurring disorders by providing resources, support, education, advocacy and healing connections with compassion, understanding and love.
Adult Children of Alcoholics is an anonymous 12 step, 12 tradition program of women and men who grew up in alcoholic or otherwise dysfunctional homes. They discover how childhood affected them in the past and influences their emotional sobriety in the present.

In Al-Anon and Alateen, members share their own experience, strength, and hope with each other. You will meet others who share your feelings and frustrations, if not your exact situation. They come together to learn a better way of life, to find happiness whether the alcoholic is still drinking or not.

When someone you care about is struggling with addiction, We The Village is the online destination to find answers and help others by sharing what you’ve learned.

The CRAFT approach is a system for helping friends and family members change the way that they interact with someone they love who is drinking or using drugs too much. This approach is for friends and family members.

If you are looking for resources to help you support someone struggling with addiction, this resource provides effective, easy-to-learn tools to help both you and your loved one.

Be a Loving MIrror (BALM) is a full service online educational program focused on helping all families be their loved one’s best chance at recovery from Substance Use Disorders and other Use Disorders.

https://www.drugcrisisinourbackyard.org/ is a nonprofit organization dedicated to supporting individuals and families struggling with addiction.

Faces & Voices of Recovery is dedicated to organizing and mobilizing the over 23 million Americans in recovery from addiction to alcohol and other drugs, our families, friends and allies into recovery community organizations and networks, to promote the right and resources to recover through advocacy, education and demonstrating the power and proof of long-term recovery.

Parenting: Nonprofit support group for parents whose children (of all ages) have behavioral problems, including alcohol and/or drug use. Focus is on providing structure, consequences and consistency in addressing these issues.
Mental Health Resources:
https://www.crisistextline.org/ Crisis Text Line serves anyone, in any type of crisis, providing access to free, 24/7 support via a medium people already use and trust: text. Crisis doesn’t just mean thinking about ending your own life. It’s any painful emotion and anytime you need support. To text 741741, the first two responses are automated. Then, you’re connected with a Crisis Counselor to share a bit more. The Crisis Counselor is a trained volunteer who can provide support, but not medical advice.

https://mhanational.org/ Mental Health America (MHA)’s work is driven by its commitment to promote mental health as a critical part of overall wellness, including prevention services for all; early identification and intervention for those at risk; integrated care, services, and supports for those who need them; with recovery as the goal.

https://www.nami.org/home NAMI, the National Alliance on Mental Illness, is the nation’s largest grassroots mental health organization dedicated to building better lives for the millions of Americans affected by mental illness.

https://suicidepreventionlifeline.org/ National Suicide Prevention Lifeline provides 24/7, free and confidential support for people in distress, prevention and crisis resources for you or your loved ones, and best practices for professionals in the United States. Call 1-800-272-8255

https://www.mentalhealthishealth.us/ Mental Health is Health is an MTV Entertainment Group initiative rooted in the reality that we all have mental health and need to take care of it like we do our physical health. The initiative aims to normalize conversation, create a connection to resources and inspire action on mental health.

https://www.helpguide.org/ HelpGuide’s mission is to empower people with the information and insight they need to improve their mental health and make healthy changes. HG doesn't just educate, they empower by offering guidance and encouragement to find hope, get motivated, take charge of our mental health, and start feeling better.

https://www.suicideispreventable.org/ Know the Signs offers an interactive tool for third parties to help recognize the signs of suicidal ideation and helpful phrases for talking to someone about suicide.

https://headsupguys.org/ What started as a simple survey in the waiting room of a doctor’s office, became the catalyst for creating HeadsUpGuys; an online, anonymous resource specifically designed for men, and their families, to prevent the continued erosion of men’s mental health and deaths by suicide.

https://save.org/ SAVE was one of the nation’s first organizations dedicated to the prevention of suicide. Our work is based on the foundation and belief that suicide is preventable and everyone has a role to play in preventing suicide. Through raising public awareness, educating communities, and equipping every person with the right tools, we know we can SAVE lives.

https://anad.org/ ANAD (National Association of Anorexia Nervosa and Associated Disorders) is the leading nonprofit in the U.S. providing free support services to anyone struggling with an eating disorder, disordered eating, and body image.
The National Eating Disorders Association (NEDA) is the largest nonprofit organization dedicated to supporting individuals and families affected by eating disorders. NEDA supports individuals and families affected by eating disorders, and serves as a catalyst for prevention, cures and access to quality care.

The mission of the International OCD Foundation is to help those affected by obsessive compulsive disorder (OCD) and related disorders to live full and productive lives.

Mann Mukti encourages healthy, open dialogue of South Asian mental health issues in an effort to remove stigma, improve awareness and promote self-care.

Staffed by veterans and others trained in military culture, MHL understands what you’re going through and can help you sort things out privately. Whether it’s family issues, anger, substance abuse, post traumatic stress or thoughts of suicide, call us. We won’t judge you and we’ll keep it to ourselves. (888) 457-4838 or you can text the Military Helpline 2-6pm PST weekdays by texting MIL1 to 839863.

The Hearing Voices Network USA’s fundamental belief is that there are many ways to understand the experience of hearing voices and other unusual or extreme experiences. It is part of an international collaboration between professionals, people with lived experience, and their families to develop an alternative approach to coping with emotional distress that is empowering and useful to people, and does not start from the assumption that they have a chronic illness.

The Wendt Center for Loss and Healing has helped people rebuild a sense of safety and hope after experiencing a loss, life-threatening illness, violence or other trauma. Nationally recognized for our expertise in grief, trauma and mental health, they provide an array of holistic services for children, teens, adults, families, and communities.

Livewell empowers people with depression to transform their own lives through free and effective peer support and skill-based education. It is strategically designed to teach people the skills they need to reduce their own symptoms and relapses of depression, and to improve wellbeing.

If you experience a condition that is affecting your mental health and are looking for specific information about different types of problems then the ‘workbooks' or sets of modules provided by Center for Clinical Interventions offers self help resources for mental health. The workbooks are NOT a substitute for proper diagnosis or treatment by an appropriate health professional.

Connect 2 Affect’s goal is to create a network of resources that meets the needs of anyone who is isolated or lonely, and that helps build the social connections older adults need to thrive. Isolation is a growing health epidemic. More than 8 million adults age 50 and older are affected by isolation. The health risks of prolonged isolation are equivalent to smoking 15 cigarettes a day.

The mission of Eluna is to support children and families impacted by grief or addiction. Their resources and programs address the critical needs of children experiencing powerful, overwhelming and often confusing emotions associated with the death of someone close to them or substance abuse in their family.

The purpose of Post Partum is to increase awareness among public and professional communities about the emotional changes that women experience during pregnancy and postpartum.
WYG’s mission is to promote grief education, exploration, and expression. They provide resources for coping with grief and loss, online courses about grief and supporting someone who’s grieving, a podcast about grief and community.

Rainbow Bridge is a Grief Support Community for those who are hurting from the death of a beloved pet. RB respects and understands they were not "just a pet," they were your family.

ULifeline is an anonymous, confidential, online resource center, where college students (including culinary/hospitality students) can be comfortable searching for the information they need and want regarding emotional health. ULifeline is a project of The Jed Foundation which provides services to all colleges and universities free of charge, regardless of the size or type of institution.

Empower Work is a non-profit that envisions a world where everyone can thrive at work. When work actually works for people, an individual's economic and emotional well-being increases. The text line 510-674-1414 provides immediate, confidential support at critical work moments, and is freely accessible.

UC Berkeley’s Greater Good Science Center, in collaboration with HopeLab, launched Greater Good in Action. Synthesizing hundreds of scientific studies, Greater Good in Action collects the best research-based methods for a happier, more meaningful life—and puts them at your fingertips in a format that's easy to navigate and digest.

Civility Partners’ mission is to create a world where people at every level of every organization treat each other with civility; doing the right thing, being professional, having integrity, being authentic, listening to others, and communicating openly.

Dignity Together knows abuse at work is isolating and harmful to our well-being and that we can detach from it and heal when we connect with those who understand.

For 25 years the Workplace Bullying Institute has focused on the prevention and correction of abusive conduct at work through education of targets & the public, training of professionals, creation of evidence-based solutions for organizations and unions, research by WBI and others, and advocacy for a new law.

Workplaces Respond provides resources, training, and technical assistance to employers, survivors, co-workers, and advocates to prevent and respond to domestic violence, sexual harassment and violence, and stalking impacting the workplace.

PFLAG National is a community of more than 250,000 members and supporters working to create a caring, just, and affirming world for LGBTQ+ people and those who love them.

The National Center for Transgender Equality advocates to change policies and society to increase understanding and acceptance of transgender people. In the nation’s capital and throughout the country, NCTE works to replace disrespect, discrimination, and violence with empathy, opportunity, and justice.
https://www.sageusa.org/ a national advocacy and services organization that’s been looking out for LGBTQ+ elders since 1978. We build welcoming communities and keep our issues in the national conversation to ensure a fulfilling future for all LGBTQ+ people.

https://www.lambdalegal.org/ Lambda Legal, a 501(c)(3) nonprofit, is a national organization committed to achieving full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people and everyone living with HIV through litigation, education and public policy.

https://www.pointofpride.org/ Point of Pride provides financial aid and direct support to trans folks in need of health and wellness care.

https://www.theacpa.org/ American Chronic Pain Association facilitates peer support and education for individuals with chronic pain and their families so that these individuals may live more fully in spite of their pain.

https://www.modestneeds.org/ Modest needs provides short-term financial assistance to individuals and families in temporary crisis who are ineligible for conventional financial assistance.

https://www.familymeans.org/budget-credit-counseling.html FamilyMeans Financial Solutions offers free budget and debt counseling to those who need help with budgeting, money management skills and debt management.

https://www.nefe.org/ National Endowment for Financial Education provides resources on financial literacy to help with financial decision-making.
https://mijente.net/ Mijente helps people effect gender, racial, economic, and environmental change through campaigns, connecting people across a wide network that serves as a hub for culture, learning and advocacy.

https://www.alz.org/ The Alzheimer's Association leads the way to end Alzheimer's and all other dementia — by accelerating global research, driving risk reduction and early detection, and maximizing quality care and support.

https://autisticadvocacy.org/ The Autistic Self Advocacy Network is a national grassroots disability rights organization for the autistic community. They work to make sure autistic people are included in policy-making, work to support all forms of self-advocacy and to change the way people think about autism.

https://www.loveisrespect.org/ Love is Respect is the national resource to disrupt and prevent unhealthy relationships and intimate partner violence by empowering young people through inclusive and equitable education, support, and resources.

https://www.crohnscolitisfoundation.org/mental-health Crohn’s and Colitis Foundation understands that living with a chronic, and often painful, illness can take a toll on your mental health and emotional well-being. They understand how challenging and frustrating it can be to manage not only the physical symptoms of Crohn’s disease or ulcerative colitis, but also the stress, worry, depression, and anxiety that you may feel along the way.

https://jailstojobs.org/ Jails to Jobs, a Section 501(c)(3) nonprofit, is an organization that gives previously incarcerated and soon-to-be-released men and women the tools they need to find employment. It educates and informs this population through workshops, the information included on its website and through its book. The organization also maintains a searchable directory of free and low-cost tattoo removal programs across the U.S. that now has more than 300 programs in 42 states.
*MHSSP is adapted from an evidence-based tool called WRAP - Wellness Recovery Action Plan. More info at: https://copelandcenter.com/wellness-recovery-action-plan-wrap

**For more specific information on tools for a Recovery Friendly Workplace, contact CHOW or visit https://peerrecoverynow.org/documents/RFW_Toolkit_v6.pdf