

RESOLUTION 5411 - Calling Upon the University Policy Office to Sign the CRFW Letter of Intent, Making CSU a Recovery Friendly Workplace



THE ASSOCIATED STUDENTS OF COLORADO STATE UNIVERSITY

23rd SESSION OF THE FIFTY-FOURTH SENATE

March 12th, 2025

RESOLUTION #5411

Calling Upon the University Policy Office to Sign the CRFW Letter of Intent, Making CSU a Recovery Friendly Workplace

NOTICE: *A signature to sponsor means that you only wish for the legislation to be heard, a signature to endorse means that you support the contents and/or actions of this legislation.*

WRITTEN BY: Morgan Wright, Psychology Student, Chief Justice of the ASCSU Supreme Court; Fred Palmer MPH, BSW.

COLLABORATED WITH: Colorado State University Psychology Department, The CSU Fisher Lab

SPONSORED BY: Legislative Cabinet; Matthew Grenier, Senator, College of Business

ENDORSED BY: University Affairs Committee

ABSTRACT: This resolution calls upon the University Policy Office to sign the Letter of Intent provided by the Colorado Recovery Friendly Workplace Initiative, thereby committing Colorado State University (CSU) to fostering an inclusive, supportive, and stigma-free work environment for employees in recovery or affected by substance use challenges. By taking this step, CSU will align itself with evidence-based best practices that enhance workplace well-being, retention, and productivity while setting an example for students and the broader community.

WHEREAS,

The impacts of substance use, and addiction extend across all workplaces, affecting employees' health, productivity, and professional stability, and CSU, as an employer, has a responsibility to foster a supportive, recovery-friendly environment; and,

WHEREAS,

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A Recovery Friendly Workplace (RFW) is one that recognizes recovery from substance use as a strength and actively implements policies and practices to reduce stigma, promote mental health, and support employees seeking or maintaining recovery; and,

WHEREAS,

The Substance Abuse and Mental Health Services Administration (SAMHSA) defines recovery as a process of improving health and wellness, living a self-directed life, and striving to reach one's full potential, and CSU has the opportunity to adopt a proactive, evidence-based approach to workplace wellness by formally integrating Recovery Friendly Workplace principles into its policies and culture; and,

WHEREAS,

Substance use—including but not limited to alcohol, opioids, stimulants, cannabis and other substances—affects employees and their families at all levels, and a culture of inclusion, education, and support improves retention, reduces absenteeism, and enhances workplace performance; and,

WHEREAS,

By committing to Recovery Friendly Workplace principles, CSU will provide training and resources to help staff and faculty better understand substance use, recovery, and workplace inclusivity, ensuring a culture that values health and well-being for all employees; and,

WHEREAS,

With many employers, institutions, and state agencies across the country already implementing Recovery Friendly Workplace initiatives, CSU's participation will serve as a model for students entering the workforce, demonstrating the value of recovery-friendly policies in professional settings; **SO,**

THEREFORE, BE IT HEREBY RESOLVED

That Colorado State University formally commits to becoming a Recovery Friendly Workplace by having the University Policy Office sign the Letter of Intent provided by the Colorado Recovery Friendly Workplace Initiative, thereby pledging to support recovery, workplace wellness, and evidence-based harm reduction strategies; and,

THEREFORE, BE IT HEREBY FURTHER RESOLVED

That the implementation of these principles will not impose a financial or administrative burden on the university, but rather enhance CSU's commitment to workplace inclusivity, mental health, and employee well-being. This designation will bring valuable training, reduce

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stigma, and create a healthier and more productive workplace for all faculty, staff, and students, **AND**;

THEREFORE, BE IT HEREBY FURTHER RESOLVED

That a copy of this legislation be forwarded to Amy Parsons, President, Colorado State University; Tony Frank, Chancellor, CSU System; Blanche Hughes, Vice President, Student Affairs; Ben Schrader, ASCSU Advisor; Jason Huitt, ASCSU Advisor; Elisa Randazzo, ASCSU Administrative Assistant; Sagarika Sarma, Interim Director of the Asian Pacific American Cultural Center, Duan Ruff, Director, Student Leadership Involvement and Community Engagement; Dr. Jennifer Molock, Director, Black/African American Cultural Center; Aaron Escobedo Garmon, Director, El Centro; Maggie Hendrickson, Director, Pride Resource Center; Tyrone Smith, Director of the Native American Cultural Center; Victoria Benjamin, Director, Survivor Advocacy & Feminist Education Center; Erica Ross, Assistant Director for Educational Programs, Survivor Advocacy & Feminist Education Center; Justin Dove, Director, Student Disability Center; CSU University Policy Office;

PASSAGE AND ENACTMENT OF RESOLUTION 5411

SESSION OF PASSAGE

24th Session of the 54th Senate

Yays – Nays – Abstentions

Passed with Unanimous Consent

ASCSU SPEAKER OF THE SENATE HAYDEN TAYLOR

DATE

Nicholas Desalvo

3-24-25

ASCSU PRESIDENT NICK DESALVO

DATE

Fifty-Fourth Senate of

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RESOURCES:

Use this section to place any relevant citations and/or resources used in the producing of this legislation.

Link to Referenced Letter:

<https://ascsu.colostate.edu/wp-content/uploads/sites/39/2025/03/CFMA-Building-Profits-2022-Recovery-Friendly-Workplaces-PDF.pdf>

THAT THIS LEGISLATION SHALL BE FORWARDED TO:

Amy Parsons, President of Colorado State University
Tony Frank, Chancellor of the Colorado State University System
Blanche Hughes, Vice President for Student Affairs of Colorado State University
Evan Welch, Talent Development Specialist, ASCSU Advisor
Lindsay Mason, Director of Off-Campus Life, ASCSU Advisor
Ben Schrader, Director of the Adult Learner and Veteran Services, ASCSU Advisor
Jason Hewitt, ASCSU Advisor
Elisa Randazzo, ASCSU Administrative Assistant
Sagarika Sarma, Interim Director of the Asian Pacific American Cultural Center
Duan Ruff, Director, Student Leadership Involvement and Community Engagement
Dr. Jennifer Molock, Director, Black/African American Cultural Center
Aaron Escobedo Garmon, Director of El Centro
Maggie Hendrickson, Director of the Pride Resource Center
Tyrone Smith, Director of the Native American Cultural Center
Victoria Benjamin, Director for the Survivor Advocacy & Feminist Education Center
Erica Ross, Assistant Director for Educational Programs for the Survivor Advocacy & Feminist Education Center
Justin Dove, Director of the Student Disability Center
CSU University Policy Office

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INTRODUCTION DATE/SESSION:

22nd Session of 54th Senate, March 12th, 2025

ARCHIVE DATE:

COMMITTEE'S REVIEWED:

Internal Affairs Committee
University Affairs Committee

MONETARY? Y/N

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