

## Language Audit Worksheet

### Purpose

This worksheet is designed to help identify and replace stigmatizing language in workplace documents, policies, and communications. By adopting recovery-friendly language, your organization can foster an inclusive and supportive environment for individuals in recovery.

### Instructions

1. Review each example of stigmatizing language provided in the table below.
2. Rewrite the sentence using recovery-friendly, person-first language.
3. Use the blank spaces to include examples from your own workplace policies or communications.
4. Reflect on how these changes can impact workplace culture.
5. Utilize additional resources linked at the end for further learning and examples.

### Examples of Stigmatizing Language

Stigmatizing Language	Recovery-Friendly Alternative
"We do not hire addicts."	"We are committed to hiring individuals, including those in recovery, and supporting their growth."
"Employees who relapse will be terminated."	"Employees who experience a recurrence of use will be supported through appropriate resources."
"Substance abusers are unreliable."	"Individuals with substance use disorders can thrive in supportive work environments."
"Alcoholics should not be considered for leadership roles."	"Individuals in recovery can bring valuable leadership and lived experience to the workplace."
"Drug users do not fit with our team values."	"Our team values inclusion and recognizes the strengths of employees in recovery."