



ADDICTION & MENTAL HEALTH PACKET





To Whom It May Concern,

The roofing and construction industry is facing a mental health and addiction crisis—one that is taking lives, damaging businesses, and affecting thousands of workers every single day. I know this struggle firsthand. As someone who has battled addiction and found recovery, I've seen how these issues affect not only individuals but entire workplaces, families, and communities. That's why I co-founded Roofers in Recovery—to make sure that no one has to face these battles alone.

At Roofers in Recovery, we believe that mental wellness is just as critical as physical safety on a job site. The reality is staggering—suicide and overdose kill more construction workers than all other job-related fatalities combined. 83% of construction workers experience a mental health issue, and 80% don't seek help. Too often, companies want to help but don't know how.

That's why we created the Addiction & Mental Health Packet—a clear, actionable guide designed to help roofing businesses implement real solutions that support their workers' mental health and well-being. This isn't just about awareness—it's about action. By adopting these systems, companies can:

- Make mental health a core part of workplace safety.
- Provide real support to employees struggling with addiction or mental health challenges.
- Reduce stigma and create an open culture where workers feel valued.
- Strengthen their teams, improve retention, and ultimately save lives.

This is a call to action for every business in our industry. The roofing and construction world is built on brotherhood, resilience, and hard work—but we cannot afford to ignore the crisis happening within our ranks. It's time for us to step up and ensure that every worker has access to the support, resources, and community they need to thrive.

Let's work together to make real, lasting change.

Sincerely,

Paul Reed
Co-Founder, Roofers in Recovery

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INTRODUCTION

Mental health is a critical component of workplace safety, productivity, and overall well-being—especially in high-stress industries like roofing and construction. **83% of construction workers experience a mental health issue**, and **1 in 3 struggle with daily anxiety or depression**. Despite this, **80% do not seek professional help**, often due to stigma or lack of resources. With the physically demanding nature of the job, long hours, high-risk environments, and job site isolation, workers in this industry face unique challenges that make mental health awareness and support essential.

This **Mental Health & Wellness Protocol**, developed by **Roofers in Recovery**, is designed to help companies create a culture where mental health is prioritized, employees feel supported, and resources are readily available. By implementing education, proactive support, and crisis intervention strategies, businesses can help **reduce workplace accidents, improve employee retention, and foster a safer, healthier workforce**. The urgency for mental health awareness is evident, with **46 million Americans aged 12 and older struggling with substance use disorders and over 110,000 drug overdose deaths recorded in 2023**.

Whether you're a business owner, manager, or crew member, this guide provides the knowledge and tools to build a workplace where mental health is openly discussed and supported. **Together, we can break the stigma, provide life-saving resources, and strengthen the roofing and construction industry for the future.**

WHY MENTAL HEALTH MATTERS

THE REALITY OF MENTAL HEALTH & SUBSTANCE USE IN CONSTRUCTION

- **83% of construction workers** have experienced a mental health issue.
- **1 in 3 workers struggle** with daily anxiety or depression.
- **80% of workers do not seek professional help** due to stigma or lack of resources.

THE OVERDOSE & SUICIDE CRISIS

- **110,000 drug overdose deaths** were recorded in 2023.
- **Suicide and overdose kill more construction workers** than all other job-related fatalities combined.
- **The suicide rate in construction is 53 per 100,000 workers**—nearly double the general population (27 per 100,000).

THE CONNECTION TO ROOFING & RISK FACTORS

- **Self-Medication:** Many roofers turn to alcohol, drugs, or gambling to cope.
- **Chronic Pain & Injuries:** The physical toll of the job often leads to opioid misuse.
- **Addiction & Suicide Risk:** Substance use can worsen mental health struggles, increasing the risk of suicide.

ADDRESSING MENTAL HEALTH IN ROOFING AND CONSTRUCTION CAN SAVE LIVES, IMPROVE JOB SITE SAFETY, AND CREATE A STRONGER WORKFORCE.

OBJECTIVE

The goal of this Mental Health & Wellness Protocol is to **create a workplace culture that prioritizes mental well-being, encourages early intervention, and provides ongoing support for employees facing challenges related to mental health, substance use, and crisis situations.**

By integrating mental health awareness into daily workplace practices, companies can foster an environment where employees feel safe discussing their struggles without fear of stigma or repercussions.

This protocol aims to:

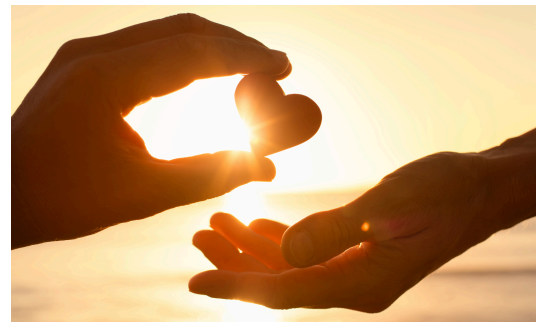
Raise Awareness: Educate employees and leadership on mental health issues, including stress, anxiety, depression, addiction, and suicide prevention.

Encourage Early Intervention: Equip managers and team leads with the tools to recognize warning signs and provide immediate support to those in need.

Provide Ongoing Support: Establish accessible resources, such as peer support programs, crisis response plans, and confidential assistance for employees and their families.

Reduce Workplace Risks: Address the direct impact of mental health on job safety, decision-making, and overall productivity.

Promote a Culture of Care: Ensure every worker—regardless of role—knows they are valued not just for their labor, but for their overall well-being.



A strong, supportive workplace culture leads to fewer accidents, higher job satisfaction, improved retention, and, most importantly, saved lives.

A strong, supportive workplace culture leads to **fewer accidents, higher job satisfaction, improved retention, and, most importantly, saved lives.** By adopting this protocol, companies in roofing, construction, and other high-stress industries can make a lasting impact, ensuring that mental health remains a top priority for years to come.

AWARENESS & EDUCATION

Recognizing the Signs: What to Watch For

Understanding the signs of mental distress can help save lives. Knowing what to look for empowers coworkers and leaders to offer support early on.

- Emotional Changes: Mood swings, irritability, anger, emotional numbness.
- Behavioral Shifts: Increased substance use, absenteeism, isolation from coworkers or loved ones.
- Withdrawal: Pulling away from social interactions, avoiding coworkers, emotional detachment, or a sudden disinterest in activities once enjoyed.

Understanding Mental Health Basics:

- Depression: Persistent sadness, loss of interest, fatigue, difficulty concentrating.
- Anxiety: Excessive worry, restlessness, trouble sleeping, racing thoughts.
- PTSD: Flashbacks, nightmares, severe anxiety, avoidance of triggers.
- Chronic Stress: Constant tension, headaches, difficulty relaxing, burnout.

Breaking the Stigma & Supporting Workers

Stigma remains one of the biggest barriers to mental health care. Addressing it head-on is crucial for fostering a supportive, resilient workforce.

- Stigma Defined: Negative beliefs that create shame or fear around mental health struggles.
- Effects of Stigma:
 - Discourages workers from seeking help.
 - Increases stress, anxiety, depression, and substance misuse.
 - Contributes to higher injury rates, absenteeism, and workplace accidents.

Creating a Supportive Culture:

- Encourage open conversations about mental health.
- Make mental health part of workplace safety discussions.
- Provide ongoing support, resources, and education for employees.

AWARENESS & EDUCATION

Creating a culture that prioritizes mental health begins with **awareness and education**. By providing employees with the knowledge and resources they need, companies can break the stigma surrounding mental health, encourage early intervention, and foster a supportive work environment.

Monthly Training Sessions

Conduct **mandatory** monthly training on **mental health, addiction, and suicide prevention** to equip employees and leadership with the skills to recognize warning signs and offer support.

Topics may include:

- Recognizing signs of **stress, anxiety, and depression** in the workplace.
- The effects of **substance abuse** on workplace safety and performance.
- How to have **difficult conversations** and provide peer support.
- Suicide prevention strategies, including **QPR (Question, Persuade, Refer)** training.

Incorporate **real-life stories** and testimonials from individuals in recovery to humanize the issue and inspire change.

Accessible & Anonymous Support Resources

Provide **confidential access** to mental health and addiction resources, including:

- 24/7 crisis hotlines (988 Suicide & Crisis Lifeline, Substance Abuse Helpline).
- Employee Assistance Programs (**EAPs**) offering therapy and support.
- Local and national mental health organizations with workplace support.

Ensure employees can access these resources **discreetly** by placing materials in break rooms, job site trailers, and digital communication channels.

AWARENESS & EDUCATION

Informational Materials

Provide confidential access to mental health and addiction resources, including:

- Key signs of mental distress.
- Steps for seeking help.
- Tips for managing stress and maintaining mental wellness.

Display posters in **high-traffic areas** (break rooms, job site offices, bathrooms) to encourage employees to engage with the information. Ensure employees can access these resources discreetly by placing materials in break rooms, job site trailers, and digital communication channels.

Guest Speakers & Expert-Led Sessions

Host quarterly presentations featuring:

- **Mental health professionals** who can provide expert guidance.
- **Individuals in recovery** who can share their personal experiences.
- **Workplace safety specialists** who can connect mental health to job performance.

Encourage **interactive Q&A sessions** where employees can ask questions in a safe, judgment-free setting.

Observing National Awareness Days

Actively recognize and participate in mental health awareness campaigns, such as:

- **Mental Health Awareness Month (May)** – Focus on mental well-being, stress management, and support networks.
- **Suicide Prevention Month (September)** – Promote suicide prevention strategies and crisis resources.
- **Recovery Month (September)** – Highlight stories of addiction recovery and emphasize workplace support.

Incorporate **company-wide** activities such as wellness challenges, mental health check-ins, and team discussions.

SUPPORT & INTERVENTION

Building a culture of mental health awareness is only the first step—ensuring that employees receive the **support and intervention** they need is crucial. By equipping managers with the right tools, providing access to confidential resources, and fostering peer support, companies can create an environment where employees feel safe seeking help without fear of judgment.

| Category | Description | Implementation Strategies |
|---|--|---|
| Training for Managers & Team Leads | Equip leaders with skills to recognize and address mental health concerns. | <ul style="list-style-type: none">• Provide specialized training on identifying distress, addiction, and burnout.• Conduct role-playing exercises for real-life intervention scenarios.• Make mental health support part of leadership responsibilities. |
| Confidential Support Resources | Offer private, easily accessible help for employees. | <ul style="list-style-type: none">• Partner with mental health professionals and crisis helplines.• Provide Employee Assistance Programs (EAPs) with free/low-cost counseling.• Ensure resources are available via posters, digital platforms, and helplines. |

SUPPORT & INTERVENTION

| Category | Description | Implementation Strategies |
|---|--|--|
| Peer Support Programs | Create a safe space for employees to talk to trained peers. | <ul style="list-style-type: none">• Establish employee-led peer support groups.• Allow anonymous requests for peer support.• Train peer mentors and emphasize confidentiality. |
| Zero-Stigma Policy | Foster a workplace culture where seeking help is encouraged. | <ul style="list-style-type: none">• Prohibit discrimination against employees seeking mental health support.• Provide safe spaces for private conversations.• Implement anonymous surveys to assess workplace mental health culture. |
| Flexible Scheduling & Mental Health Days | Support employees by allowing flexibility for mental health needs. | <ul style="list-style-type: none">• Offer mental health days without penalty.• Implement flexible work schedules for employees in distress.• Encourage leadership to proactively check in with struggling employees. |

WEEKLY MENTAL HEALTH CHECK-INS

To foster a culture of openness and support, schedule a **15-minute weekly check-in** dedicated to assessing team well-being. These discussions provide a structured opportunity for employees to share concerns, recognize stressors, and access helpful resources.

MENTAL HEALTH *Checklist*

- How are you feeling this week? (Mentally, emotionally, physically)*
- Did you experience any stressors that affected your well-being?*
- On a scale of 1-10, how would you rate your stress level?*
- Have you noticed any changes in yourself or others that concern you?*
- Are there workplace challenges affecting your mental health?*
- What support do you need from leadership or your peers?*
- Has anyone heard of helpful resources, podcasts, or practices to share?*
- What is one small thing we can do this week to support each other?*

Using a **consistent checklist**, teams can engage in meaningful conversations that address **emotional and physical well-being, stress levels, workplace challenges, and resource sharing**. This proactive approach ensures employees feel heard, supported, and empowered to seek help when needed.

CRISIS RESPONSE PLAN

Is Your Team Prepared for a Mental Health Crisis?

A well-defined crisis response plan is essential to ensuring the safety and well-being of employees facing mental health emergencies. By establishing clear protocols, companies can provide immediate and effective support to those in crisis.



Designate Mental Health Advocates

Identify and train employees who can serve as points of contact for mental health concerns, offering guidance and support in times of crisis.



Provide Immediate Access to Resources

Ensure employees have easy access to crisis hotlines, local mental health services, and emergency intervention resources.



Ensure Immediate Intervention for Suicide Risk

If an employee is at risk, take immediate action, such as contacting 988 or emergency services, and providing a safe space until professional help arrives.



Foster a Non-Judgmental Environment

Encourage a workplace culture where employees feel safe seeking help without fear of stigma or repercussions.

LONG-TERM COMMITMENT TO MENTAL WELLNESS

Sustaining a mentally healthy workplace requires ongoing efforts beyond immediate support. By implementing long-term initiatives, companies can create a lasting impact on employee well-being.

- **Community Partnerships** – Collaborate with local rehab centers and mental health organizations to provide continuous education and support.
- **Wellness Incentives** – Encourage employees to prioritize mental health through programs like meditation, counseling, and stress management rewards.
- **Workplace Mental Health Assessments** – Conduct **annual anonymous surveys** to evaluate the effectiveness of mental health initiatives and identify areas for improvement.
- **Leadership as Role Models** – Empower company leaders to set the standard for healthy practices, such as taking breaks, maintaining work-life balance, and openly discussing mental well-being.

A strong, long-term commitment to mental health ensures a workplace where employees **feel valued, supported, and empowered to thrive.**

CONCLUSION

By adopting this **Mental Health and Wellness Protocol**, companies can foster a workplace where employees **feel supported, valued, and empowered to succeed**. Prioritizing mental well-being not only enhances individual health but also strengthens team collaboration, boosts productivity, and contributes to long-term company success.

Awareness & Education Matter

- Regular training, open discussions, and access to mental health resources help break the stigma.
- Recognizing early warning signs allows for timely intervention.

Support & Intervention Save Lives

- Managers and employees play a crucial role in fostering a **zero-stigma culture**.
- Providing confidential resources and flexible support ensures employees feel safe seeking help.

A Crisis Response Plan is Essential

- Having **designated mental health advocates** and clear crisis protocols ensures swift action in emergencies.
- Immediate access to resources like **988 and local support services** can be life-saving.

By committing to **long-term mental health initiatives**, companies can create a **culture of care, resilience, and success**—ensuring that employees **not only survive but truly thrive**.

RESOURCES

Having access to the right resources can make a life-saving difference. Below are key national hotlines and guidance on finding local support:

National Hotlines & Support Services:

- **Roofers in Recovery:** Dedicated to helping those in the roofing industry struggling with addiction. Visit roofersinrecovery.org for support and resources.
- **Hope in the Valley:** A trusted rehab center and proud partner of Roofers in Recovery, providing specialized treatment for those in need. **Call 719-206-HOPE (4673)** or visit hopeinthevalley.org.
- **National Suicide Prevention Lifeline:** Dial 988 for free, 24/7 confidential support.
- **Substance Abuse and Mental Health Services Administration (SAMHSA):** Call 1-800-662-HELP (4357) for addiction and mental health resources.
- **Crisis Text Line:** Text HELLO to 741741 for free crisis support via text.
- **National Alliance on Mental Illness (NAMI) Helpline:** Call 1-800-950-NAMI (6264) or text "HelpLine" to 62640 for mental health support.

Finding Local Mental Health & Rehab Resources:

- **SAMHSA Treatment Locator:** Visit findtreatment.samhsa.gov to search for nearby mental health and addiction treatment services.
- **State & County Mental Health Departments:** Many states have dedicated hotlines and directories for local support.
- **Community Health Centers:** Contact local clinics or hospitals for referrals to mental health professionals.
- **Employee Assistance Programs (EAPs):** If available, check with HR for confidential mental health support through workplace programs.

Encouraging employees to **seek help without stigma and know where to turn in a crisis** is a critical part of creating a **safe and supportive workplace**.