



**Turning Point Recovery Center**  
7 Morgan St. Springfield, VT 05156  
802.885.4668 - [spfldtp.org](http://spfldtp.org)

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## Anti-Stigma Resources

- [Stigma and OUD](#)

Receiving care in medical settings, including the emergency department.

- [On the Self-Stigma of Mental Illness: Stages, Disclosure, and Strategies for Change](#)

'People with mental illness have long experienced prejudice and discrimination...' read more here.

- [Motivational Interviewing: An Effective Technique in Recovery Support](#)

Learn about the techniques used in Motivational Interviewing. A powerful tool for supporting folks in recovery

- [Overcoming Stigma, Ending Discrimination](#): A SAMHSA resource guide.

- [Stigma and substance use disorders: an international phenomenon](#)

Words Matter: How Language Choice Can Reduce Stigma

- [Peer Recovery Coaching — Turning Point Recovery Center of Springfield, Vermont, Inc.](#)

Utilize Recover Coaching for folks in, or seeking, recovery. It's free in Vermont through the Turning Point Centers

- [Become a Coach Vermont Recovery Coach Academy](#)

Recovery Vermont is the training agent for the state of Vermont

- [Science of Addiction](#). Shatterproof is a great resource for all things related to recovery.

- [The Science of Drug Use and Addiction: The Basics](#)

- [ASAM Definition of Addiction](#)



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## Resources for Employers:

- [Why The Workforce Needs Recovering Addicts | Tori Utley | TEDxZumbroRiver](#)

A TED talk that sheds light on why people in recovery from addiction really do make the best employees.

- **Federal Bonding Program:**

The U.S. Department of Labor established The Federal Bonding Program in 1966 to provide Fidelity Bonds for “at-risk,” hard-to-place job seekers. The bonds cover the first six months of employment at no cost to the job applicant or the employer. Each FBP bond has a \$5,000 limit with \$0 deductible and covers the first six months of a selected individual’s employment. ([About the FBP | FBP Background](#)). The US Department of Labor (USDOL) created the Federal Bonding Program (FBP) in 1966. The FBP has been successfully providing fidelity bonds to employers, giving them access to job seekers and opening doors of opportunity. Thousands of employers across the country have integrated the Federal Bonding Program into their hiring practices – industries that support our country’s economy – hospitality, retail, construction, transportation, auto repair, manufacturing, healthcare, non-profits, banking, tourism and more. This USDOL program is a great success, with over 52,000 job placements made for at-risk job seekers who were automatically made bondable. Last year, there were 774 bonds issued to 606 individuals in the program.

- **Expungement & sealing of records:**

Expungement & sealing of records is available in Vermont for specific charges and convictions. Taking this step for those who are eligible can have a positive impact on the ability to obtain both employment & housing.

Information can be accessed through these links:

[Seal or Expunge Your Vermont Criminal Record](#)  
[Filing a Petition to Expunge or Seal a Criminal Record](#)

- **Employment Discrimination Laws & SUD:**

There are two federal anti-discrimination laws that are relevant to people with SUD:

[Title I of the Americans with Disabilities Act \(ADA\)](#)

[Section 504, Rehabilitation Act of 1973](#)

It is critical that employers know these laws. These laws protect applicants and employees who are qualified for the job, are individuals with disabilities, *and* are not currently engaging in illegal



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drug use. Those not protected include individuals who currently use illegal drugs, pose a direct threat to others, or do not have a current or past impairment. The ADA applies to all state and local governmental employers, and to private employers with 15 or more employees. The Rehabilitation Act applies to Federal employers and other public and private employers who receive Federal grants, contracts, or aid. For additional information, please see (link to VT Legal Aid document: Employment Discrimination & SUD).

- **Ban the Box**

In 2017, Vermont passed a law (Act 81) requiring companies to remove the box on a job application inquiring about criminal history. You can still ask about criminal history during a job interview & conduct a background check. This law gives prospective employees the opportunity to explain their criminal history & circumstances surrounding their convictions. The law contains some exemptions for certain industries or jobs that are prohibited by law from hiring someone convicted of a felony.

(VBSR [Ban the Box](#) accessed 4/30/19)