

Employer Quick Guide to a Sober Friendly Workplace

STOP OFFERING

CONSIDER INSTEAD

Perks

Hangover days, beer on tap, Uber codes

Employer-sponsored coaching, afternoons off for self-care

Holidays

Wine as gifts, parties at breweries and bars

Non-Alcohol drink options, non-mandatory holiday party

Team Building

Happy Hours, dinners, boozy offsites

Cooking, juggling class, bookclub, game night

Benefits

Whatever is mandatory offering or included in the EAP

Review enhanced EAP options, talk to your broker about marketing options