

Disclosure Navigation

Making informed decisions about sharing your recovery story at work

Professionals Program · The Recovery Files

Disclosure Readiness Checklist

Evaluate if and when to disclose your recovery at work

Important: This checklist is for educational purposes only. Always consult with a lawyer and your recovery support team before making disclosure decisions. Disclosure is a deeply personal choice with legal and professional implications.

Legal & Professional Considerations

1. Have you consulted with a lawyer about disclosure in your specific situation?

☐ Yes

☐ **No**

2. Do you understand your state's laws regarding teacher credentials and substance use history?

☐ Yes

☐ **No**

3. Are you aware of ADA protections for individuals in recovery?

☐ Yes

☐ **No**

4. Have you reviewed your employment contract for relevant disclosure requirements?

☐ Yes

☐ **No**

5. Is your recovery stable enough that disclosure won't jeopardize your teaching position?

☐ Yes

☐ No

Personal Recovery Stability

1. Do you have at least 6 months of solid recovery?

☐ Yes

☐ **No**

2. Are you working with a sponsor or therapist who supports your disclosure decision?

☐ Yes

☐ **No**

3. Have you processed your shame and guilt enough to discuss your recovery calmly?

☐ Yes

☐ **No**

4. Can you handle potential negative reactions without it threatening your recovery?

☐ Yes

☐ No

5. Do you have a strong support system outside of work?

☐ Yes

☐ No

Workplace Environment Assessment

1. Does your school/district have a supportive culture around mental health and recovery?

☐ Yes

☐ **No**

2. Do you trust your immediate supervisor/principal to respond appropriately?

☐ Yes

☐ **No**

3. Have you observed other colleagues who have disclosed recovery experiences?

☐ Yes

☐ **No**

4. Is there an Employee Assistance Program (EAP) or wellness resources available?

☐ Yes

☐ **No**

5. Do you have positive relationships with colleagues who might support you?

☐ Yes

☐ No

Motivation & Boundaries

1. Are you disclosing for the right reasons (not to seek validation or sympathy)?

☐ Yes

☐ **No**

2. Have you identified clear boundaries about what you will and won't share?

☐ Yes

☐ **No**

3. Can you handle the curiosity and questions that may follow disclosure?

☐ Yes

☐ **No**

4. Are you prepared for students or parents to potentially find out?

☐ Yes

☐ **No**

5. Have you considered how disclosure might affect students struggling with similar issues?

☐ Yes

☐ No

Not Ready

Disclosure Readiness Score: 0%

Disclosure at this time carries significant risks. Focus on strengthening your recovery foundation and understanding legal/professional implications before considering disclosure.

Next Steps:

Focus on building solid recovery (6-12 months minimum)

Consult with legal counsel before any disclosure

Work through shame and guilt in therapy

Strengthen your support system

Consider if disclosure is truly necessary at all

Remember: Disclosure is not required for recovery. Many educators maintain successful careers in recovery without workplace disclosure. The decision is entirely yours, and there is no "right" answer—only what's right for your specific situation.