



FAMILIES ANONYMOUS®

AND THE PROFESSIONAL COMMUNITY

EMPLOYERS

What Is Families Anonymous?

Families Anonymous® (FA®) is a self-help fellowship based on an adaptation of the Twelve Steps and Twelve Traditions of Alcoholics Anonymous. We who belong to FA are family members and friends concerned about our loved ones who are struggling with substance abuse, dependence or addiction.

Why Is FA Needed?

Substance use disorder (SUD) has dire physical, mental, emotional and spiritual impacts on the people who suffer from it, and its effects don't stop with just those people.

Although only one person in the family may be using drugs, the problem rapidly expands to include the entire family in "a kind of madness," often called codependency.

In Families Anonymous, we learn a better way to live. We learn how to change ourselves; in doing so, we find serenity in spite of turmoil.

Learn more→



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The pain and anguish felt by parents, siblings, grandparents, spouses, partners and others are symptoms of *codependency*. Codependency is an imbalanced interpersonal relationship in which one person, such as a parent or spouse, allows his or her well-being to depend on the well-being of another person, in this case their addicted loved one.

Codependent people often need special help to regain their own lives, find some peace of mind, let go of hyper-responsibility, and stop making situations worse by enabling other people's self-destructive behaviors. **Families Anonymous provides that help.**

Staying tuned in to their loved ones while not interfering directly in what they do; encouraging and supporting their loved ones' *positive* choices while not getting caught up in their problems or issues: These are among the critical changes FA members make in themselves as they are attending FA meetings and working the program.

How Does FA Work?

The **focus of the FA program is on the friend or family member**, not on their addicted loved one (for whom many other recovery programs are available).

FA groups are open to anyone concerned about another person's current, former or suspected use of drugs or alcohol. Groups hold meetings (in-person and virtually), usually weekly, in locations throughout the United States and in more than a dozen other countries. **FA is not a religious program, and no dues or fees are required for membership. Anonymity is stressed in all aspects of the program** for the protection of members and their loved ones; for this reason, first names only are used.

By following FA's Twelve Step program of recovery—which includes basic readings, discussion of recovery topics, and sharing of experiences—members find a way to put their lives back together and achieve some sense of serenity. **Newcomers are welcome to just sit and listen; or they may speak, if they wish**, asking questions about the program or sharing their concerns and struggles that have brought them to FA.

Over time, the changes they make in themselves, and the new ways they interact within their families, can exert a positive impact on their family dynamics, most likely benefitting even their addicted loved ones.

How Can Families Anonymous and Professionals Cooperate?

People suffering the effects of a loved one's addiction often turn to professionals for guidance about what to do or where to get help.

For more than 50 years, countless professionals from all walks of life have **made referrals** to FA.

Many professionals also turn to FA for their own **personal healing**. They attend FA meetings regularly as lay members, leaving their jobs outside the meeting. In FA, everyone is equal and anonymous. By maintaining each other's anonymity, FA groups are able to keep "principles above personalities."

Some professionals go even further, by **starting additional FA groups**. Once a group is up-and-running, the professional steps aside so that all the group's members can have a role in managing its meetings in accordance with FA's Twelve Traditions, which require autonomy, anonymity, rotation of leaders, and no other affiliation.

Employers

Do you sometimes notice behavioral changes in your employees? Perhaps they seem unduly fatigued, preoccupied, impatient. Maybe they are missing work more often than usual.

When people are in pain because a loved one is involved with drugs or alcohol, their suffering often finds its way into the workplace: Their attitudes can become problematic. Their productivity can decline. The quality of their interactions with their coworkers can deteriorate.

Substance use disorder does not affect just the individual who is using alcohol or drugs. It also affects his or her entire family. And **the family needs help as much as their addicted loved one does**. In such circumstances, **one of the best interventions** you can offer your troubled employees is a **referral to FA**. The referral can be done in the context of an employee-assistance program (if one exists in your company) or simply in the form of a heart-to-heart conversation.

By joining an FA group and attending FA meetings on a regular basis, your employees can begin recovering from the agonies of dealing with a loved one's substance use. With guidance and support from their fellow FA members, they can **learn ways to manage their family problems more effectively**.

As that part of their life improves, they can **regain their prior productivity** and, using the positive attitudes brought about in this Twelve Step fellowship, strive once more to reach their full potential.



Our Invitation to You

We invite you to learn more about Families Anonymous by visiting our website or contacting our World Service Office.

- Find meetings that exist in your community and beyond (in-person and virtual). Get help in starting new ones.
- Discover a wealth of recovery resources, some available for free download.
- Look through recent and past issues of FA's newsletter, *Serenity Messenger*, and read testimonials and personal stories written by FA members who share how the program has changed their lives and put them on a path toward recovery and serenity.

Recovery Resources



Find a Local Group
[In-Person Meetings](#)



Visit our Bookstore
[Online Bookstore](#)



Join a Virtual Meeting
[Online Meeting Directory](#)



Look Around our Website
[E-Resources & Other Info](#)



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