

## What Is Families Anonymous?

Families Anonymous™ (FA™) is a Twelve Step, self-help, mutual-support fellowship of people whose lives have been affected by the use of mind-altering substances or related behavioral problems of a relative or friend.

### Why Is FA Needed?

Addiction is a disease with dire physical, mental, emotional and spiritual impacts on the people who suffer from it.

And its effects don't stop with just those people. Addiction is, in reality, a *family disease*, with devastating effects on the relatives and friends who watch in despair as their loved ones are consumed by the disease.

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

Codependent people often need special help to regain their own lives, find some peace of mind, let go of over-responsibility, and stop making situations worse by enabling other people's self-destructive behaviors. FA provides that special 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 family, not on the user (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 (face-to-face, online, or by phone), usually weekly, in locations throughout the United States and in more than a dozen other countries. 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 FA-approved literature, and sharing of experiences—members find a way to put their lives back together and achieve some sense of serenity.

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 FA and Professionals Cooperate?

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

Countless professionals from all walks of life have *made referrals* to FA throughout the half century since its inception.

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 room door. In FA, everyone is equal and anonymous. By maintaining each other's anonymity (for example by not divulging last names or other personal details, such as where members reside or what they do for a living), FA groups are able to keep "principles above personalities."

And 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. Perhaps 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.

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 abuse. 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 by contacting our World Service Office (see information below).

Find meetings that exist in your community and beyond, and get help in starting new ones.

Discover FA's wealth of recovery literature, some of it available for free download.

Look through recent and past issues of FA's newsletter, *Serenity Messenger* (previously *The Twelve Step Rag*), and read testimonials and personal stories written by FA members who tell how the program has changed their lives and put them on a path toward recovery and serenity.



Families Anonymous, Inc.  
701 Lee Street, Suite 670, Des Plaines, IL 60016 (847)  
294-5877 • (800) 736-9805 [USA only]  
[www.FamiliesAnonymous.org](http://www.FamiliesAnonymous.org)  
[famanon@FamiliesAnonymous.org](mailto:famanon@FamiliesAnonymous.org)

*The phrase FAMILIES ANONYMOUS, the FA acronym,  
and the FA Logos are trademarks owned exclusively  
by Families Anonymous, Inc.*

*Copyright © 2011, 2021 by  
Families Anonymous, Inc. • All Rights Reserved  
Additional copies of this publication are available  
for free download from FA's website.*

# FAMILIES ANONYMOUS and the PROFESSIONAL COMMUNITY



## A Pamphlet Especially for EMPLOYERS