

WHAT BUSINESS LEADERS CAN DO BEFORE, DURING, AND AFTER A DISASTER

BEFORE A DISASTER

- Develop a simple employee disaster response plan
- Maintain up-to-date employee contact information
- Share local and community resources employees may need
- Encourage employees to create personal emergency plans

DURING A DISASTER

- Communicate early and often about closures and expectations
- Prioritize employee safety over business operations
- Provide flexibility with schedules and attendance
- Offer basic supplies when possible (water, food, hygiene items)

AFTER A DISASTER

- Allow flexible return-to-work timelines
- Offer temporary financial assistance, advances, or donated leave
- Connect employees to trusted community resources
- Acknowledge stress and support mental well-being

United Way Charlotte County helps businesses connect employees to trusted disaster and recovery resources when needed most.

STEPS TO TAKE AFTER A DISASTER:

- 1 Get to safety and follow local guidance
- 2 Document damage (photos, videos, receipts)
- 3 Contact insurance if you have coverage
- 4 Apply for FEMA once a disaster is declared
Call 800-621-3362 | [DisasterAssistance.gov](https://www.DisasterAssistance.gov)
- 5 Call 211 / United Way for local support
- 6 Notify your employer and request flexibility

Find additional community resources and disaster recovery information by visiting:
[unitedwayccfl.org/resources](https://www.unitedwayccfl.org/resources)

UNITED WE SUPPORT Employees Through Disaster



UNITED WAY
Charlotte County

WHAT BUSINESS LEADERS CAN DO BEFORE, DURING, AND AFTER AN EMERGENCY

Disasters don't just disrupt operations—they disrupt the lives of the people who keep businesses running. Many employees are working hard while managing limited financial flexibility and family responsibilities.

How a business prepares and responds to a disaster significantly impacts employee safety, stability, and their ability to return to work.

WHY THIS MATTERS



RECOVERY

Employees recover faster when they feel supported



COMMUNICATE

Clear communication reduces confusion and absenteeism



COMPASSION

Compassionate leadership strengthens trust and retention

BUILDING A WORKPLACE THAT SUPPORTS FAMILIES

You don't have to do this alone - United Way Charlotte County partners with local businesses to provide resources, connections, and thoughtful solutions that support your team and strengthen our community.

- Survey your employees to see what barriers and challenges they are facing
- Set up a food pantry for employees. (Give what you can/take what you need)
- Have a clear disaster plan and bring in counselors after a disaster or traumatic event
- Display community resources (breakroom, bathroom stall)
- Create an employee hardship fund
- Offer or promote financial wellness workshops (budgeting, credit building, tax prep)
- Designate a staff "support liaison" employees can confidentially talk to