

Substance Use and the Workplace: Supporting Employers and Employees in the Trades

TOOLKIT

GET STARTED HERE



Canadian Centre
on Substance Use
and Addiction

Evidence. Engagement. Impact.

START HERE

WHY IT'S IMPORTANT TO ADDRESS SUBSTANCE USE WITH WORKERS IN THE TRADES

Many of us regularly use substances that may alter our ability to think clearly and act as we normally would. We use them for many reasons and in different ways. We may use prescribed medications to manage pain or alcohol for socializing with friends and family. However, sometimes we use substances in ways that can cause significant harms at home, at work and in our communities.

WHY THIS TOOLKIT?

Opioid overdoses and deaths are a public health crisis affecting many working Canadians. Use of alcohol, cannabis, cocaine and other substances also cause harms that affect employees, their families and workplaces.

Workers in construction, trades and transport are greatly impacted by deaths and harms caused by opioids. It is common for people in these types of jobs to experience work-related injuries, stress and pain. They may not have or know where to find the resources they need to take care of these issues. This could lead to using pain medications and other substances more often to cope. Some trades and construction workplaces foster a “work hard, play hard” culture. This culture can reinforce heavy alcohol and other substance use.

Stigma (negative attitudes or beliefs) around getting help for substance use is also a challenge. Men make up a large part of the construction and trades workforce and may not try to change their substance use patterns or seek help when needed because they believe that it shows weakness.

The Canadian Centre on Substance Use and Addiction (CCSA), in collaboration with Health Canada’s Opioid Response Team, prepared this toolkit of resources. Employers can use the resources in this toolkit to improve health and safety in the workplace around issues related to substance use. The overall goal of this resource toolkit is to help create workplaces where employers are able to support workers on issues related to substance use, health and safety.

WHO IS THIS TOOLKIT FOR?

This toolkit is for supervisors, managers and human resources professionals, and unions, associations and related organizations. It also contains ready-to-use resources for employees.

Substance use is the consumption of any psychoactive substance (illegal, legal, medical or non-medical), such as alcohol, cannabis or opioids. Substance use can range from prescribed or casual use, such as pain management or social drinking, up to more problematic use and addiction or substance use disorder — use even when it could risk one’s life.

START HERE

Have Questions?

PREVENTION RESOURCES

Stigma

Risk Factors

EDUCATION RESOURCES

Opioids

Alcohol

Cannabis

Pain Management

ADDRESSING SUBSTANCE USE AND THE WORKPLACE

Policy and Procedure Guidance

Workplace Peer Support Programs

EMPLOYEE RESOURCES

Getting Help

Additional Employee Resources

RELATED INFORMATION

RELATED ORGANIZATIONS

CONTACT

THE TOOLKIT INCLUDES RESOURCES TO HELP EMPLOYERS AND WORKERS:

- Prevent substance use harms,
- Educate about substances and their effects,
- Address employee substance use,
- Find services and supports, and
- Access related information about key reports and organizations.

HOW TO USE THIS TOOLKIT

You can use the included posters, videos and podcasts as part of employee education, prevention, health and safety activities. We have also included resources that employers can share to link workers to anonymous services to get immediate help. Human resources, management and occupational safety personnel can use the resources to help further develop their substance use policies and practices.

You will find a brief description of each resource followed by a numbered link to the organization that produced the resource.

Click on the headings on the side of the toolkit to take you to that section.

HAVE QUESTIONS? See our [Contact](#) information

Partner organizations supplied some of the resources in this toolkit. CCSA and Health Canada cannot guarantee the accuracy or currency of the information in these resources. Inclusion of a resource does not imply endorsement or authorization by CCSA or Health Canada.

Call 1-866-585-0445 if you or someone you know needs help or has questions.
Mental health and substance use supports are available 24 hours a day,
7 days a week. Call 911 for emergencies or immediate danger.

START HERE

[Have Questions?](#)

PREVENTION RESOURCES

[Stigma](#)

[Risk Factors](#)

EDUCATION RESOURCES

[Opioids](#)

[Alcohol](#)

[Cannabis](#)

[Pain Management](#)

ADDRESSING SUBSTANCE USE AND THE WORKPLACE

[Policy and
Procedure Guidance](#)

[Workplace Peer
Support Programs](#)

EMPLOYEE RESOURCES

[Getting Help](#)

[Additional Employee
Resources](#)

RELATED INFORMATION

RELATED ORGANIZATIONS

CONTACT

PREVENTION RESOURCES

Employers can take steps to prevent substance use issues and harms. They can address risk factors and ensure their workplace culture supports workers getting help when they need it. The resources below provide ways to address stigma and workplace risk factors.

Half of people experiencing an addiction say that being worried about what other people will think of them prevents them from seeking help (McQuaid et al., 2017).

STIGMA

Stigma around substance use is a significant barrier for people who use drugs or people in recovery from addiction. It can prevent them from seeking help because they fear judgment or loss of their job, friends and family. This section can help you build awareness of the impacts of stigma on people who use drugs and how to create a more open workplace.

Stigma is any attitude, belief or behaviour that discriminates against people
(Canadian Centre on Substance Use and Addiction & Community Addictions Peer Support Association, 2019).

| Resource | Description |
|--|---|
| Checklist for Workplace Policies on Substance Use Stigma | A one-page list to review workplace policies for stigma and discrimination related to substance use. (12) |
| Tough Enough to Talk About It | A program that helps people working in the trades recognize and address mental health and substance use issues. (30) |
| The Pain of Stigma: Recognizing Stigma and Its Impacts | An online learning module that helps raise awareness of substance use disorder as a medical condition. (12) |
| Overcoming Stigma Through Language: A Primer | A primer resource that helps to facilitate conversations and increase awareness of the stigma surrounding people who use substances. (12) |
| Digging in the Dirt | A documentary about the mental health of those working in the energy sector. (17) |
| Stigma Resources | Provides a variety of different types of resources on stigma. (16) |
| Stigma Ends with Me | Videos to facilitate understanding, discussion and reflection on stigma. (16) |
| End Stigma Campaign | A stigma reduction video to help raise awareness and end stigma around substance use. (29) |

START HERE

Have Questions?

PREVENTION RESOURCES

Stigma

Risk Factors

EDUCATION RESOURCES

Opioids

Alcohol

Cannabis

Pain Management

ADDRESSING SUBSTANCE USE AND THE WORKPLACE

Policy and Procedure Guidance

Workplace Peer Support Programs

EMPLOYEE RESOURCES

Getting Help

Additional Employee Resources

RELATED INFORMATION

RELATED ORGANIZATIONS

CONTACT

WORKPLACE RISK FACTORS

Workplace risk factors can increase the likelihood of employees using substances. For instance, someone working long hours or night shifts might consider using a stimulant drug to stay awake and alert. Someone struggling with work challenges might use alcohol, cannabis or other substances to cope.

Workplace risk factors include:

- Shift work
- Working long hours
- Pressure to use
- Higher risk of injury
- Access to alcohol or drugs
- Working remotely or unsupervised
- Organizational culture
- Repetitive duties
- High-stress work
- Stigma around getting help

(Frone, 2006; Hoffmann, Larison, & Brittingham, 1996)

ORGANIZATIONAL CULTURE

Men, overrepresented in the trades and construction workforce, may uphold a traditionally tough, masculine workplace that contributes to a “work hard, play hard” culture. This culture can influence, and may celebrate, heavy alcohol and other substance use. These risk factors may also discourage some men from seeking help or support when needed (Vancouver Island Construction Association and Percival-Paterson, E., 2021).

STEPS YOU CAN TAKE TO REDUCE RISK FACTORS:

- Set clear expectations about the use of alcohol and other substances.
- Examine your workplace and specific positions for potential risk factors and ways they can be reduced.
- Consult with an expert in substance use and addiction or an occupational health and safety professional to further identify and address risks.
- Stay informed about workplace injury prevention policies and programming.

START HERE

Have Questions?

PREVENTION
RESOURCES

Stigma

Risk Factors

EDUCATION
RESOURCES

Opioids

Alcohol

Cannabis

Pain Management

ADDRESSING
SUBSTANCE USE AND
THE WORKPLACE

Policy and
Procedure Guidance

Workplace Peer
Support Programs

EMPLOYEE RESOURCES

Getting Help

Additional Employee
Resources

RELATED INFORMATION

RELATED
ORGANIZATIONS

CONTACT

EDUCATION RESOURCES

Workplaces can provide information to workers to help them make informed decisions about substance use. This information can create a more supportive environment for conversations about substance use, health and safety. The following resources share information about opioids, alcohol, cannabis and pain management.

Research shows that workplace education can help reduce employee substance use (Meister, 2018).

OPIOIDS

Canada is experiencing an opioid overdose crisis. The crisis is driven by accidental exposure to opioids, such as fentanyl, in the illegal drug supply. This section provides information about opioids, the crisis and seeking help.

The majority of overdose deaths involve fentanyl, a potent opioid. In 2020, most opioid poisoning deaths occurred among males (77%) and adults aged 20–49 years (68%). Over 19,000 people have died from opioids since 2016 (Special Advisory Committee on the Epidemic of Opioid Overdoses, 2021).

| Resource | Description |
|--|--|
| What Are Opioids? | A brief fact sheet explaining what opioids are, how to use prescription opioids properly and related risks. (12) |
| Canada's Opioid Crisis: What You Should Know | A one-page overview of Canada's opioid crisis, including what the crisis is and information about tolerance, dependence and the contaminated illegal drug supply. (12) |
| Canada's Opioid Crisis: How You Can Help | A one-page information sheet explaining what you can do to help, how to find support and the Good Samaritan Act. (12) |
| Opioids and Pain Management | A brief overview of using prescription opioids for pain management, strategies for managing pain without medication and related risks of use. (12) |
| Opioid Overdoses: What To Do | A one-page sheet explaining how to recognize an opioid overdose and examples of what might cause an overdose. (29) |
| Naloxone: Save a Life | A one-page overview of the two types of naloxone kits, their purpose and how they work. (29) |

START HERE

Have Questions?

PREVENTION RESOURCES

Stigma

Risk Factors

EDUCATION RESOURCES

Opioids

Alcohol

Cannabis

Pain Management

ADDRESSING SUBSTANCE USE AND THE WORKPLACE

Policy and Procedure Guidance

Workplace Peer Support Programs

EMPLOYEE RESOURCES

Getting Help

Additional Employee Resources

RELATED INFORMATION

RELATED ORGANIZATIONS

CONTACT

ALCOHOL

The majority of adults in Canada use alcohol. This section provides information about alcohol, lower-risk drinking and changing drinking patterns.

Nearly 4 out of 5 Canadians report drinking alcohol (Health Canada, 2019).

| Resource | Description |
|--|---|
| Canada's Low-Risk Alcohol Drinking Guidelines | A brochure that outlines best practices for setting drink limits and when not to drink alcohol. It provides tips for low-risk drinking and defines a standard drink. (12) |
| Canada's Low-Risk Alcohol Drinking Guidelines Quiz | A short quiz to test knowledge and help promote Canada's Low-Risk Alcohol Drinking Guidelines. (12) |
| Knowing Your Limits with Alcohol: A Practical Guide to Assessing Your Drinking | Provides tips and guidance for individuals considering changing their alcohol consumption to a lower-risk level. (12) |
| Alcohol and the Immune System: 4 Things You Should Know | A one-page resource that highlights four important things about the effects of alcohol on the immune system during the COVID-19 pandemic. (12) |
| COVID-19, Alcohol and Cannabis Use | A one-page resource that outlines potential risks from alcohol and cannabis use during the COVID-19 pandemic. (12) |
| Alcohol | A web page that explains what alcohol is, how it is used and its different effects on the body. (29) |

START HERE

Have Questions?

PREVENTION RESOURCES

Stigma

Risk Factors

EDUCATION RESOURCES

Opioids

Alcohol

Cannabis

Pain Management

ADDRESSING SUBSTANCE USE AND THE WORKPLACE

Policy and Procedure Guidance

Workplace Peer Support Programs

EMPLOYEE RESOURCES

Getting Help

Additional Employee Resources

RELATED INFORMATION

RELATED ORGANIZATIONS

CONTACT

CANNABIS

Cannabis is a commonly used substance in Canada. It was legalized for non-medical (recreational) use in 2018. This section provides information about cannabis, lower-risk use and the effects of cannabis.

The impairing effects of cannabis, especially cannabis containing THC, can last for hours after use. More than 1 in 5 employees reported using cannabis at or within 2 hours of work (Institute for Work & Health, 2019).

| Resource | Description |
|---|---|
| Lower-Risk Cannabis Use Guidelines | A two-page resource that briefly describes 10 ways in which you can reduce the risks of using cannabis. (10 & 14) |
| Cannabis and Other Substances | A one-page poster highlighting the health risks of using cannabis with other substances such as alcohol, tobacco and other drugs. (12) |
| Cannabis and Your Medications | A one-page poster listing the types of medications that can interact with cannabis and affect your health. (12) |
| COVID-19 and Cannabis: How to Reduce Your Risk | A one-page poster highlighting practical tips to reduce the spread of COVID-19 and the risks to health when using cannabis. (12) |
| Edible Cannabis, Cannabis Extracts and Cannabis Topicals | A two-page guide on the current scientific evidence of the effects of using each of these types of product. (12) |
| Know the Health Risks of Cannabis | A one-page poster highlighting the health risks of cannabis use. (12) |
| Health Impacts of Cannabis | A collection of resources that describe how cannabis use affects physical health, mental health, cognitive function and development. (12) |
| Talking Pot with Youth: A Cannabis Communication Guide for Youth Allies | A guide for helping those who work with young people talk to them about cannabis use and harm reduction. (12) |

START HERE

Have Questions?

PREVENTION RESOURCES

Stigma

Risk Factors

EDUCATION RESOURCES

Opioids

Alcohol

Cannabis

Pain Management

ADDRESSING SUBSTANCE USE AND THE WORKPLACE

Policy and Procedure Guidance

Workplace Peer Support Programs

EMPLOYEE RESOURCES

Getting Help

Additional Employee Resources

RELATED INFORMATION

RELATED ORGANIZATIONS

CONTACT

PAIN MANAGEMENT

Chronic pain is common for many working Canadians. This section contains information that supports pain management. It includes information on taking pain medications, like opioids, and other treatments such as physical and psychological therapies.

Those working in the trades experience a high rate of injury, trauma and related stress (Murtezani, Ibraimi, Sllamniku, Osmani, & Sherifi, 2011; Jacobsen et al., 2013). There is also a lack of resources to help prevent and manage chronic pain. This can often lead to using pain medications, such as opioids, more often, if there are no other ways to deal with the pain (Alford et al., 2016; Canadian Pain Task Force, 2020).

| Resource | Description |
|---|---|
| Chronic Pain | A brief and simple resource about chronic pain definitions, discrimination and stigma, and treatments and therapies. (19) |
| Tame the Beast | Education on understanding how pain works and steps to recovery. (32) |
| Live Plan Be | An online tool to learn about the science behind chronic pain, how to keep track of symptoms, and how to develop an effective pain management plan. (26) |
| About Chronic Pain | Resources to explain chronic pain, treating pain and seeking care. (34) |
| Opioids – When You Need Them and When You Don’t | This resource provides information on opioids, including when you need them and when you don’t. (15) |
| Non-Drug Ways to Manage Chronic Pain | Resources for people living with chronic pain, including three handouts on ways to manage chronic pain without drugs. (6) |
| Talking to Your Health Care Provider About Opioids | A plain language resource available in both French and English about talking to your healthcare provider about opioids. (29) |
| Managing Pain at Work | A resource to help you manage pain at work, including when to tell your employer, the importance of ergonomics, working with an occupational therapist and other tips for promoting a pain-friendly work environment. (2) |
| Opioid Prescribing for Chronic Pain (Patient Reference Guide) | A guide for people with chronic pain and their families, including what to ask for when receiving treatment. (20) |
| Pain Waves Podcast | A podcast created by Pain BC where listeners can hear leading chronic pain experts and people in pain discuss the latest pain management research, tools, stories and trends. (26) |
| The Opioid Chapters | This resource provides information on opioids, including when you need them and when you don’t. (33) |
| National Pain Centre Tools | A list of resources and tools are available on many chronic pain topics including taking opioids for chronic pain, Canadian chronic pain clinics, and opioid prescribing guidelines. (24) |
| Musculoskeletal Disorders: Awareness | This 20-minute course provides information on musculoskeletal disorders that are a potential risk for all sectors and occupations. (11) |
| Musculoskeletal Disorders: Prevention | This 60-minute course provides information on work-related musculoskeletal disorders and how to develop and use ergonomics as a way to prevent injuries in the workplace. (11) |
| Network of Injured Worker Groups (About Us) | A network that supports provincial and territorial injured worker organizations. (8) |

START HERE
Have Questions?

PREVENTION
RESOURCES

Stigma

Risk Factors

EDUCATION
RESOURCES

Opioids

Alcohol

Cannabis

Pain Management

ADDRESSING
SUBSTANCE USE AND
THE WORKPLACE

Policy and
Procedure Guidance

Workplace Peer
Support Programs

EMPLOYEE RESOURCES

Getting Help

Additional Employee
Resources

RELATED INFORMATION

RELATED
ORGANIZATIONS

CONTACT

ADDRESSING SUBSTANCE USE AND THE WORKPLACE

Employers can address substance use and the workplace. They can develop appropriate and non-stigmatizing policies, programs and procedures that support employees. These steps can help employers improve health, safety and productivity.

POLICY AND PROCEDURE GUIDANCE

This section helps employers consider how to address substance use through their policies and procedures.

In Canada, lost productivity costs (e.g., from disability, absenteeism, etc.) due to opioid use was \$4.25 billion in 2017. Lost productivity due to all substances was \$20 billion (Canadian Substance Use Costs and Harms Scientific Working Group, 2020).

| Resource | Description |
|---|---|
| It's Our Business: Addressing Addiction & Mental Health in the Workplace Resource Manual | Prevention and health promotion manual for workplace consultation. (1) |
| Problematic Substance Use that Impacts the Workplace | Guide and toolkit to develop a workplace substance use policy. (4) |
| Management of Impairment in the Workplace (CSA Z1008:21) | A standard that provides guidance on managing impairment and substance use in the workplace in line with health and safety principles. (9) |
| Implementation Guideline for CSA Z1008, Management of Impairment in the Workplace, with a Focus on Impairment Due to Substance Use (CSA Z1008.1:21) | A guide to implementing the Management of impairment in the workplace standard (above). (9) |
| Management of Impairment in the Workplace – Online Training (CSA Z1008:21) | An online training course designed to assist people in implementing the Management of impairment in the workplace standard (above). (9) |
| Impaired at Work: A Guide to Accommodating Substance Dependence | A guide to accommodating substance dependence in the workplace. (13) |
| Canadian Human Rights Commission's Policy on Alcohol and Drug Testing | This policy focuses on the proper and improper use of employment-related drug and alcohol testing. (13) |
| Workplace Impairment Questions and Answers | Provides information on impairment in the workplace for employers and employees. (18) |
| Psychological Health and Safety in the Workplace (National Standard of Canada) | This national standard is a set of voluntary guidelines, tools and resources intended to guide organizations in promoting mental health and preventing psychological harm at work. (23) |

START HERE

Have Questions?

PREVENTION RESOURCES

Stigma

Risk Factors

EDUCATION RESOURCES

Opioids

Alcohol

Cannabis

Pain Management

ADDRESSING SUBSTANCE USE AND THE WORKPLACE

Policy and Procedure Guidance

Workplace Peer Support Programs

EMPLOYEE RESOURCES

Getting Help

Additional Employee Resources

RELATED INFORMATION

RELATED ORGANIZATIONS

CONTACT

WORKPLACE PEER SUPPORT PROGRAMS

This section explains how workplace peer-support programs work and how they can benefit your workplace.

Peer support can be an effective prevention strategy to help individuals gain control of symptoms and improve quality of life (Sunderland, Mishkin, Peer Leadership Group, & Mental Health Commission of Canada, 2013).

| Resource | Description |
|--|--|
| Workplace Peer Support | How to develop and set up a peer support program. (1) |
| Peer Support Canada | Provides peer support information, accreditation and certification resources. (27) |
| Does Someone I Work with Have a Problem? | Resource on how employees can support a co-worker if they may be having problems with alcohol, other drugs or gambling. (1) |
| Guidelines for the Practice and Training of Peer Support | Guidelines developed in collaboration with peer support workers with a focus on the role of a peer support worker in fostering hope, empowerment, and recovery. (23) |

START HERE

Have Questions?

PREVENTION RESOURCES

Stigma

Risk Factors

EDUCATION RESOURCES

Opioids

Alcohol

Cannabis

Pain Management

ADDRESSING SUBSTANCE USE AND THE WORKPLACE

Policy and Procedure Guidance

Workplace Peer Support Programs

EMPLOYEE RESOURCES

Getting Help

Additional Employee Resources

RELATED INFORMATION

RELATED ORGANIZATIONS

CONTACT

EMPLOYEE RESOURCES

Employers can share resources like websites, posters, brochures and pamphlets with employees. These resources can show workers where to get help when needed, and raise awareness about substance use.

GETTING HELP

For employees who do not have access to substance use support through an Employee Assistance Program, the resources below can help them find other types of support.

From 2016 to 2017, more than 1 in 2 individuals who died from an opioid overdose in British Columbia worked in the trades and transport industry (British Columbia Coroners Service, 2018).

| Resource | Description |
|--|---|
| Alcohol, Cannabis, Opioids and Medications | A one-page resource that lists contact information for sources of immediate help for and information about substance use. (12) |
| Wellness Together Canada | A free, confidential mental health and substance use website that connects Canadians to mental health and substance use support. |
| Get Help with Problematic Substance Use | A website with phone numbers, links and resources providing anonymous and free support, services and information for all Canadians on substance use. (29) |
| Lifeguard App | A free app, for residents of British Columbia, that will arrange emergency assistance for people who may be experiencing an overdose while they are using alone. (22) |
| Finding Quality Addiction Care | This guide provides information about when to seek treatment, how to plan your treatment, continuing care options, who to contact and questions to ask before treatment. (12) |
| Virtual Care for Mental Health and Substance Use During COVID-19 | A one-page resource that provides information about accessing virtual care for substance use and mental health during COVID-19. (12) |
| National Overdose Response Service | A confidential peer-run, peer-led overdose prevention hotline available to Canadians. (25) |
| SMART Recovery | Self-Management And Recovery Training (SMART) is a global community of mutual-support groups that offers alternative programming to address substance use issues. (31) |

Call 1-866-585-0445 if you or someone you know needs help or has questions. Mental health and substance use supports are available 24 hours a day, 7 days a week. Call 911 for emergencies or immediate danger.

START HERE

Have Questions?

PREVENTION RESOURCES

Stigma

Risk Factors

EDUCATION RESOURCES

Opioids

Alcohol

Cannabis

Pain Management

ADDRESSING SUBSTANCE USE AND THE WORKPLACE

Policy and Procedure Guidance

Workplace Peer Support Programs

EMPLOYEE RESOURCES

Getting Help

Additional Employee Resources

RELATED INFORMATION

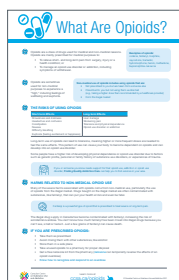
RELATED ORGANIZATIONS

CONTACT

ADDITIONAL EMPLOYEE RESOURCES

Resources that employers can distribute to employees.

| Resource | Description |
|---|---|
| Changing the Language of Addiction | Fact sheet that illustrates how stigmatizing words can act as a barrier to recovery from substance use disorders and suggests alternative language that can break down negative stereotypes. (12) |
| Changing How We Talk About Substance Use | A one-page resource describing how stigma can be reduced by changing the language we use about substance use. (19) |
| Finding Addiction Quality Care Resources | A brochure, poster and business card to help promote the Finding Quality Addiction Care in Canada guide. (12) |
| Canada's Low-Risk Alcohol Drinking Guidelines (Brochure) | A brochure that outlines best practices for setting drink limits and when not to drink alcohol. It provides tips for low-risk drinking and defines a standard drink. (12) |
| Cannabis & Your Health: 10 Ways to Reduce Risk When Using | A two-page resource (English and French) that briefly describes 10 ways to reduce the risks of using cannabis. (10 & 14) |
| Substance Use Disorders Affect All Walks of Life | A fact sheet that illustrates that substance use disorders affect all walks of life, noting that 1 in 10 Canadians struggle with problematic substance use. (12) |
| Language Matters | Poster providing four guidelines to using non-stigmatizing language related to substance use. (5) |
| Opioid Overdose | Poster explaining how to recognize and respond to an opioid overdose. (29) |
| Good Samaritan Law | A video that outlines how the Good Samaritan Law can protect you if you witness an overdose. (29) |
| The Good Samaritan Drug Overdose Act – What You Need to Know | A two-page resource explaining the Good Samaritan Act as it relates to drug overdoses, what it covers and does not cover legally. (28) |
| Master Your Hit | A guide explaining the effects of using certain substances, including opioids, and strategies to use drugs safely. (3) |



[Download here](#) ▼



[Download here](#) ▼



[Download here](#) ▼

START HERE

Have Questions?

PREVENTION
RESOURCES

Stigma

Risk Factors

EDUCATION
RESOURCES

Opioids

Alcohol

Cannabis

Pain Management

ADDRESSING
SUBSTANCE USE AND
THE WORKPLACE

Policy and
Procedure Guidance

Workplace Peer
Support Programs

EMPLOYEE RESOURCES

Getting Help

Additional Employee
Resources

RELATED INFORMATION

RELATED
ORGANIZATIONS

CONTACT

RELATED INFORMATION

The information contained in the reports and research papers below can further build your knowledge of substance use and how it affects the workplace.

| Resource | Description |
|--|--|
| Data, Surveillance and Research on Opioids and Other Substances | A web-page that provides data, links and additional information on various issues related to the opioid crisis, such as the impact of COVID-19, harms, mental health and other topics. (29) |
| Root Cause Analysis Report of Substance Use in Ontario Sawmills | A technical paper examining the causes, workplace and personal, behind substance use in Ontario sawmills. (35) |
| Opioid- and Stimulant-related Harms in Canada | Quick facts, data and information, including an interactive map of Canada, about the opioid crisis and context. (29) |
| Apprentice Well-Being: An Apprentices in Canada ePanel Report | This report summarizes results from a survey about apprentice well-being. (Must be a member to view the report.) (7) |
| A Review of Workplace Substance Use Policies in Canada: Strengths, Gaps and Key Considerations | The study reviewed substance use workplace policies, identified lessons learned and best practices, and determined which areas require more guidance, tools and resources to yield improvement. (12) |
| A Review of Workplace Substance Use Policies in Canada (report at a glance) | A summary of the report, described in the previous entry, on workplace substance use policies. (12) |
| Canadian Perceptions and Trends | Youth and general population perceptions of cannabis from various sources, including a report on youth perceptions. (12) |
| Cannabis (Canadian Drug Summary) | Overview of basic information about cannabis, including short- and long-term effects, legal status and statistics about use. (12) |
| Impairment (occupational health and safety resources) | A webpage listing links to various impairment and workplace topics and employer resources, such as cannabis and fatigue. (11) |
| State of Policies and Practices on Substance Use in Safety-sensitive Industries in Canada | This report examines substance use issues related to safety-sensitive industries and includes details such as cannabis impairment, legal context and past case decisions examining impairment. (12) |
| Workplace Cannabis Use and Perceptions among Canadian Workers before Legalization | Provides a variety of information (e.g., interviews, media articles, resources, research) from a multi-year study examining cannabis use and perceptions among workers. (21) |
| Workplace Strategies: Risk of Impairment from Cannabis | A research paper that presents information and recommendations for employers, employees and others interested in workplace health and safety related to impairment. (11) |

START HERE

Have Questions?

PREVENTION
RESOURCES

Stigma

Risk Factors

EDUCATION
RESOURCES

Opioids

Alcohol

Cannabis

Pain Management

ADDRESSING
SUBSTANCE USE AND
THE WORKPLACE

Policy and
Procedure Guidance

Workplace Peer
Support Programs

EMPLOYEE RESOURCES

Getting Help

Additional Employee
Resources

RELATED INFORMATION

RELATED
ORGANIZATIONS

CONTACT

RELATED ORGANIZATIONS

The information in this toolkit comes from the organizations listed below. Links to the organization websites are provided for more information.

| Organization | Description | |
|---|--|----|
| Alberta Health Services | Alberta Health Services is Canada's first and largest province-wide, fully-integrated health system, responsible for delivering health services to nearly 4.4 million people living in Alberta, as well as to some residents of Saskatchewan, B.C. and the Northwest Territories. | 1 |
| Association québécoise de la douleur chronique | The Association québécoise de la douleur chronique (Quebec Association for Chronic Pain) has a mission to improve the condition of people suffering from chronic pain in Quebec and reduce their isolation. | 2 |
| Association Québécoise pour la promotion de la santé des personnes utilisatrices de drogues | The Association Québécoise pour la promotion de la santé des personnes utilisatrices de drogues (AQPSUD is an organization that brings together people who use drugs who want to promote health, prevent sexually transmitted and blood-borne infections, and improve their living conditions. | 3 |
| Atlantic Canada Council on Addiction (organization no longer exists) | Developed a toolkit in collaboration with a Project Advisory Committee composed of members of the Atlantic Canada Council on Addiction who provided expertise in problematic substance use and addiction. | 4 |
| British Columbia Centre for Disease Control, Harm Reduction Centre (Toward the Heart) | The Harm Reduction Centre of the British Columbia Centre for Disease Control created the Toward the Heart website to offer tools and resources for parents, health professionals, people who use substances, youth and researchers. | 5 |
| Canadian Agency for Drugs and Technologies in Health | Canadian Agency for Drugs and Technologies in Health is an independent, not-for-profit organization responsible for providing healthcare decision makers with objective evidence to help make informed decisions about the optimal use of health technologies. | 6 |
| Canadian Apprenticeship Forum | Canadian Apprenticeship Forum brings together apprenticeship stakeholders from across trades, across sectors and across Canada to share information and promising practices, identify challenges and propose joint solutions. | 7 |
| Canadian Injured Workers Alliance | The Canadian Injured Workers Alliance exists to support injured workers and improve the occupational health and safety of workers across Canada. | 8 |
| CSA Group | The mission of CSA Group's standard development is to enhance the lives of Canadians through the advancement of standards in the public and private sectors. | 9 |
| Centre for Addiction and Mental Health | Centre for Addiction and Mental Health is Canada's largest mental health teaching hospital and one of the world's leading research centres in its field. | 10 |
| Canadian Centre for Occupational Health and Safety | Canadian Centre for Occupational Health and Safety is Canada's national resource for the advancement of workplace health and safety. | 11 |

START HERE
Have Questions?

PREVENTION RESOURCES

Stigma
Risk Factors

EDUCATION RESOURCES

Opioids
Alcohol
Cannabis
Pain Management

ADDRESSING SUBSTANCE USE AND THE WORKPLACE

Policy and Procedure Guidance
Workplace Peer Support Programs

EMPLOYEE RESOURCES

Getting Help
Additional Employee Resources

RELATED INFORMATION

RELATED ORGANIZATIONS

CONTACT

| Organization | Description | |
|--|---|----|
| Canadian Centre on Substance Use and Addiction | CCSA is a non-governmental organization that provides national leadership on substance use and advances solutions to address alcohol- and other drug-related harms. | 12 |
| Canadian Human Rights Commission | The Commission protects the core principle of equal opportunity and promotes a vision of an inclusive society free from discrimination. | 13 |
| Canadian Research Initiative in Substance Misuse | Canadian Research Initiative in Substance Misuse is a national network of researchers, service providers, policy makers and people with lived experience of substance use. CRISM's overall objective is to translate evidence-based interventions for substance use into clinical practice, community-based prevention, harm reduction and health system changes. | 14 |
| Choosing Wisely Canada | Choosing Wisely Canada is the national voice for reducing unnecessary tests and treatments in health care. | 15 |
| Community Addictions Peer Support Association | Community Addictions Peer Support Association strives to empower individuals impacted by substance use disorder by providing opportunities to integrate into the broader community through peer support initiatives and community engagement projects. | 16 |
| Digging in the Dirt (film) | A documentary directed by Dylan Rhys Howard and Omar Mouallem, written by Lizzie Derksen and produced by Blake McWilliam. | 17 |
| Employment and Social Development Canada | Employment and Social Development Canada works to improve the standard of living and quality of life for all Canadians. | 18 |
| Health Canada | Health Canada is responsible for helping Canadians maintain and improve their health. It ensures that high-quality health services are accessible, and works to reduce health risks. | 19 |
| Health Quality Ontario | Health Quality Ontario is the provincial lead on the quality of health care. HQO helps nurses, doctors and other healthcare professionals be more effective in what they do. | 20 |
| Institute for Work & Health | The Institute for Work & Health is an independent, not-for-profit research organization with the goal to protect and improve the health and safety of working people by providing useful, relevant research. | 21 |
| Lifeguard Digital Health | A digital health company with the goal to reduce harm and prevent unintentional deaths for people of all ages. | 22 |
| Mental Health Commission of Canada | The Mental Health Commission of Canada leads the development and dissemination of innovative programs and tools to support the mental health and wellness of Canadians. | 23 |
| Michael G. DeGroote National Pain Centre | One of the National Pain Centre's primary functions is to develop, update and disseminate clinical practice guidelines for pain management. | 24 |

START HERE
Have Questions?

PREVENTION RESOURCES

Stigma
Risk Factors

EDUCATION RESOURCES

Opioids
Alcohol
Cannabis
Pain Management

ADDRESSING SUBSTANCE USE AND THE WORKPLACE

Policy and Procedure Guidance
Workplace Peer Support Programs

EMPLOYEE RESOURCES

Getting Help
Additional Employee Resources

RELATED INFORMATION

RELATED ORGANIZATIONS

CONTACT

| Organization | Description | |
|--|--|----|
| National Overdose Response Service | National Overdose Response Service is a collaborative initiative among people who use drugs, Grenfell Ministries, the Brave Technology Co-op, and Dr. Monty Ghosh. | 25 |
| Pain BC | Pain BC aims to enhance the well-being of all people living with pain through empowerment, care, education and innovation. | 26 |
| Peer Support Canada | Peer Support Canada offers certification for Peer Supporters, Family Peer Supporters and Peer Support Mentors. | 27 |
| Pivot | Pivot works in partnership with communities affected by poverty and social exclusion to identify priorities and develop solutions to complex human rights issues. | 28 |
| Problematic Substance Use | The Government of Canada provides information about health science, research, data, monitoring and surveillance, and the determinants of health. | 29 |
| Resource Centre for Suicide Prevention | The Centre's vision is to reduce suicide, suicidal behaviour, and their effects, by positive alternatives and healthy coping skills. | 30 |
| SMART Recovery | Self-Management And Recovery Training (SMART) Recovery is an abstinence-oriented, not-for-profit organization for individuals with addictive problems. | 31 |
| Tame the Beast | Tame the Beast was created in collaboration among pain researcher, Prof. Lorimer Moseley, pain physiotherapist, Dave Moen, and professional communicator, Sam Chisholm. | 32 |
| The Opioid Chapters | This project provides a series of interviews and multimedia content with individuals across Ontario who have lived experience with opioids, as well as other perspectives from physicians, community workers and family members. | 33 |
| Toronto Academic Pain Medicine Institute | Toronto Academic Pain Medicine Institute is a comprehensive, interdisciplinary academic pain program serving as the hub for chronic pain care in Toronto. | 34 |
| Workplace Safety North | Workplace Safety North is one of four independent, not-for-profit, sector-based health and safety associations in Ontario. Headquartered in northern Ontario, Workplace Safety North provides province-wide ministry-approved workplace health and safety training and services for the mining and forest products industries. | 35 |

START HERE

Have Questions?

PREVENTION RESOURCES

Stigma

Risk Factors

EDUCATION RESOURCES

Opioids

Alcohol

Cannabis

Pain Management

ADDRESSING SUBSTANCE USE AND THE WORKPLACE

Policy and Procedure Guidance

Workplace Peer Support Programs

EMPLOYEE RESOURCES

Getting Help

Additional Employee Resources

RELATED INFORMATION

RELATED ORGANIZATIONS

CONTACT

CONTACT

GET IN TOUCH!

CCSA continues to produce research and resources to enhance employers' ability to address substance use. CCSA experts are available to present to your organization by request. You can find more information on CCSA's work by visiting the [Workplace Safety](#) webpage on our website or contacting us via e-mail.

workplace@ccsa.ca



REFERENCES

- Alford, D.P., German, J.S., Samet, J.H., Cheng, D.M., Lloyd-Travaglini, C.A., & Saitz, R. (2016). Primary care patients with drug use report chronic pain and self-medicate with alcohol and other drugs. *Journal of General Internal Medicine*, 31(5), 486–491.
- British Columbia Coroners Service. (2018). *Illicit drug overdose deaths in BC: Findings of coroners' investigations*. Vancouver, B.C.: Ministry of Public Safety and Solicitor General.
- Canadian Centre on Substance Use and Addiction & Community Addictions Peer Support Association. (2019). *Overcoming stigma through language: A primer*. Ottawa, Ont.: Author.
- Canadian Pain Task Force (2020). *Working together to better understand, prevent, and manage chronic pain: What we heard*. Ottawa, Ont. Health Canada.
- Canadian Substance Use Costs and Harms Scientific Working Group. (2020). Canadian substance use costs and harms visualization tool, version 2.0.0 [Online tool]. Retrieved from <https://csuch.ca/explore-the-data/>
- Frone, M.R. (2006). Prevalence and distribution of alcohol use and impairment in the workplace: A U.S. national survey. *Journal of Studies on Alcohol*, 67(1), 147–156.
- Jacobsen, H.B., Caban-Martinez, A., Onyebeke, L.C., Sorensen, G., Dennerlein, J.T., & Reme, S.E. (2013). Construction workers struggle with a high prevalence of mental distress and this is associated with their pain and injuries. *Journal of Occupational and Environmental Medicine*, 55(10), 1197–1204.
- Health Canada. (2019). Detailed tables for the Canadian Student Tobacco, Alcohol and Drugs Survey 2018-2019. Retrieved from <https://www.canada.ca/en/health-canada/services/canadian-student-tobacco-alcohol-drugs-survey/2018-2019-detailed-tables.html>
- Hoffmann, J.P., Larison, C., & Brittingham, A. (1996). *Drug use among U.S. workers: Prevalence and trends by occupation and industry categories*. Rockville, MD: Substance Abuse and Mental Health Services Administration.
- Institute for Work & Health. (2019). Cannabis use and the Canadian workplace (infographic). Ottawa, Ont.: Author.

START HERE

Have Questions?

PREVENTION RESOURCES

Stigma

Risk Factors

EDUCATION RESOURCES

Opioids

Alcohol

Cannabis

Pain Management

ADDRESSING SUBSTANCE USE AND THE WORKPLACE

Policy and Procedure Guidance

Workplace Peer Support Programs

EMPLOYEE RESOURCES

Getting Help

Additional Employee Resources

RELATED INFORMATION

RELATED ORGANIZATIONS

CONTACT

- McQuaid, R.J., Malik, A., Moussouni, K., Baydack, N., Stargardter, M., & Morrisey, M. (2017). *Life in recovery from addiction in Canada*. Ottawa, Ont.: Canadian Centre on Substance Use and Addiction.
- Meister, S.R. (2018). *A Review of workplace substance use policies in Canada: Strengths, gaps and key considerations*. Ottawa, Ont.: Canadian Centre on Substance Use and Addiction.
- Murtezani, A., Ibraimi, Z., Sllamniku, S., Osmani, T., & Sherifi, S. (2011). Prevalence and risk factors for low back pain in industrial workers. *Folia Medica*, 53(3), 68–74.
- Special Advisory Committee on the Epidemic of Opioid Overdoses, (2021). *Apparent opioid and stimulant toxicity deaths*. Ottawa, Ont.: Public Health Agency of Canada. Retrieved from <https://health-infobase.canada.ca/src/doc/SRHD/UpdateDeathsMarch2021.pdf>
- Sunderland, K., Mishkin, W., Peer Leadership Group, & Mental Health Commission of Canada. (2013). *Guidelines for the practice and training of peer support*. Calgary, Alta.: Mental Health Commission of Canada. Retrieved from https://www.mentalhealthcommission.ca/sites/default/files/peer_support_guidelines.pdf.pdf
- Vancouver Island Construction Association and Percival-Paterson, E. (2021). *Tailgate toolkit: Stakeholder engagement summary 2021*. Victoria, BC: Vancouver Island Construction Association and Island Health.

START HERE

Have Questions?

PREVENTION RESOURCES

Stigma

Risk Factors

EDUCATION RESOURCES

Opioids

Alcohol

Cannabis

Pain Management

ADDRESSING SUBSTANCE USE AND THE WORKPLACE

Policy and Procedure Guidance

Workplace Peer Support Programs

EMPLOYEE RESOURCES

Getting Help

Additional Employee Resources

RELATED INFORMATION

RELATED ORGANIZATIONS

CONTACT