Substance Use and the Workplace

Tools and Resources

Canadian Centre on Substance Use and Addiction

**Workplace (research)**
- A Review of Workplace Substance Use Policies in Canada: Strengths, Gaps and Key Considerations
- A Review of Workplace Substance Use Policies in Canada (report at a glance)
- State of Policies and Practices on Substance Use in Safety-sensitive Industries in Canada: Study for the Canadian Nuclear Safety Commission
- Start the Conversation: Problematic Substance Use and the Workplace: Produced with the Mental Health Commission of Canada and the Conference Board of Canada

**Cannabis (resources)**
- Cannabis research information
- Edible Cannabis, Cannabis Extracts and Cannabis Topicals: Information and infographics on current scientific evidence about the effects of each of these products
- Health Impacts of Cannabis: How cannabis affects physical health, mental health, cognitive function and development
- Canadian Perceptions and Trends: Youth and general population perceptions of cannabis
- Cannabis (Canadian Drug Summary): Overview of basic information about cannabis, including short- and long-term effects, legal status and statistics about use
- Summary of Provincial and Territorial Cannabis Regulations: Interactive web page that displays cannabis regulations, retail stores, possession limits and so on for each province and territory
- Talking Pot with Youth: A Cannabis Communication Guide for Youth Allies. How to talk to youth about cannabis use and harm reduction

**Alcohol (resources)**
- Canada’s Low-Risk Alcohol Drinking Guidelines (brochure)
- Canada’s Low-Risk Alcohol Drinking Guidelines (poster)
- Holiday Office Party (poster)
  - Other posters can be found under Sharing the Guidelines
- Canada’s Low-Risk Alcohol Drinking Guidelines: Frequently Asked Questions
- Canada’s Low-Risk Alcohol Drinking Guidelines Communications Toolkit

**Impaired Driving (research)**
- Driving Under the Influence of Alcohol
- Driving Under the Influence of Cannabis
- Driving Under the Influence of Drugs
- Youth and Driving Under the Influence of Substances
Language (resources)

- **Words Matter** (poster): Examples of how to reduce stigma through language
- **Changing the Language of Addiction** (poster): Examples of alternative language for substance use

**Other Sources of Information**

The following sources are for information purposes. CCSA has not reviewed the information they contain.

**Atlantic Canada Council on Addiction**

- **Problematic Substance Use that Impacts the Workplace**: Guide and toolkit to develop a substance use policy

**Canadian Human Rights Commission**

- **Impaired at Work — A guide to accommodating substance dependence**
- **Canadian Human Rights Commission’s Policy on Alcohol and Drug Testing**

**Mental Health Commission of Canada**

- **Workplace** (resources for the workplace)
- **National Standard for Psychological Health and Safety in the Workplace** (web page)
  - **Psychological Health and Safety in the Workplace** (National Standard document)
    - Provides the framework for organizations to develop a psychologically healthy and safe workplace (hosted on the Canadian Standards Association website)

**Canadian Centre for Occupational Health and Safety**

- **Impairment at Work**
- **Workplace Strategies: Risk of Impairment from Cannabis**
- **Impairment and Cannabis in the Workplace**: Online course to address impairment in the workplace

**Institute for Work and Health**

- **Workplace Cannabis Use and Perceptions among Canadian Workers before Legalization**

**Government of Canada**

- **Workplace Impairment Questions and Answers**

**International Association of Chiefs of Police**

- **Drug Impairment Training for Educational Professionals (DITEP)**

**Workplace Peer Support Programs**

- Consult with insurance providers (EAP/EFAP), occupational health services, unions or substance abuse professionals to see if they have recommendations or resources
- **Workplace Resources: It’s Our Business.** Alberta Health Services has developed a number of workplaces products (e.g., designing peer support programs, identifying issues, frequently asked questions, etc.):
  - It’s Our Business: Addressing Addiction & Mental Health in the Workplace: Prevention and health promotion manual for workplace consultation
  - Workplace Peer Support: How to develop and set up a peer support program
  - Does Someone I Work with Have a Problem?
  - Peer Support Programs in the Workplace: FAQs
- **Team Awareness Training for Workplace Substance Abuse Prevention:** A workplace-training program to address behavioural risks associated with substance use among employees and coworkers
- **Peer Support Canada:** Provides peer support accreditation and certification