



# 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

