

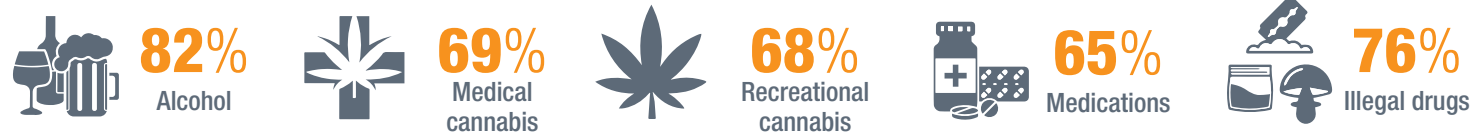
Workplaces and Substance Use

Construction Industry



POLICIES & TRAINING

Policies vary in which substances managers said they address



About 6 in 10 managers reported policies or procedures exist on how to:



- **Intervene** when a worker might be using alcohol or other drugs, or be impaired.
- **Accommodate** workers affected by alcohol or drug use issues.
- **Manage workers who return** to work after having left due to alcohol or drug use.



Policies are not perfect. About 4 in 10 managers who reported that policies exist reported that they ...

- Are **not followed** by employees.
- Are **not enforced** by management.
- Are **not designed well** (e.g., may be confusing, discriminatory).

And about 3 in 10 reported that policies

- Seem to **violate** individual **privacy**.



Among managers who reported policies exist, about 6 in 10 reported having **training** on those policies.



But about 4 in 10 of those managers **DO NOT think** they have been **adequately trained** to intervene with a worker they think might be impaired.



Having policies or training does not mean they are appropriate or effective. In a 2018 [Canadian Centre on Substance Use and Addiction](#) study, few organizations were found to have substance use policies that were comprehensive, non-stigmatizing or provided supports.

Offer more support programs rather than ...just immediately [firing] the person and [not offering] any help, thereby ensuring the problem will continue to exist. — Study participant



Lack of policies and training on substance use issues:

- May expose organizations to human rights violations;
- Means managers are less likely to know how to manage a situation; and
- Could increase health and safety risks for the organization.



Some businesses have improved approaches to managing substance use risks, such as developing comprehensive policies, training staff, offering accommodations, fostering peer support programs, and setting up mental and substance use health supports.

Contact us at workplace@ccsa.ca for training or for more information and resources such as our [trades toolkit](#).

Background: The Canadian Centre on Substance Use and Addiction conducted a national study about workplace policies and practices related to substance use and working in various industries. The information presented here is from construction employees and managers who participated in a survey and focus groups, and individuals affected by substance use.

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