

Workplaces and Substance Use

Non-Safety-Sensitive Positions*



USE & PERCEPTIONS

“

I work in an industry where our suppliers are very interested in wining and dining us
[I]n our industry, it's very well known that ... alcohol will be present at events, and it's considered quite unprofessional to overindulge. — Study participant

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Substance use among some employees and managers in non-safety-sensitive positions may pose health and productivity risks.

1 in 10

(13%) employees



and

2 in 10

(22%) managers



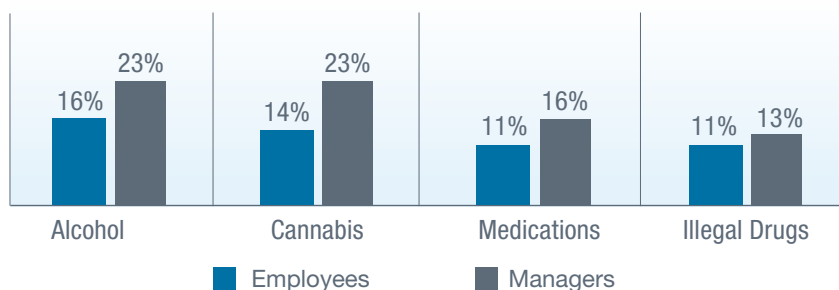
reported consuming **alcohol or other drugs 2 hours before or during work**, or were hungover or felt high at work.

It's not uncommon for me to go have multiple drinks with clients or prospects.

— Study participant

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About **1 in 10 employees** and **managers** reported thinking that substance use is an issue at their workplaces.



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 employees and managers in non-safety-sensitive positions who participated in a survey and focus groups, and individuals affected by substance use.

Suggested citation: Meister, S., Barker, B., Dassieu, L., Wood, S., Beirness, D., & Cragg, S. (2025). *Substance use and the workplace — use and perceptions: Non-safety-sensitive positions* [Infographic]. Ottawa, Ont.: Canadian Centre on Substance Use and Addiction.

*Non-safety-sensitive positions pose low or no risk to self, co-workers, the public or the environment (e.g., office staff, retail clerks, bank managers).