

# Workplaces and Substance Use

## Non-Safety-Sensitive Positions\*



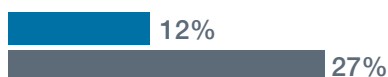
We're lacking a reflection about the context that can encourage using behaviours. Consumption is forbidden but we live in a culture that is conducive to using substances. — Study participant



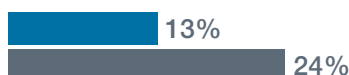
### Workplace culture may encourage substance use.

Some employees and managers reported thinking that it is **generally acceptable to use** alcohol or cannabis before or during work.

#### Acceptance of alcohol use In their workplace culture

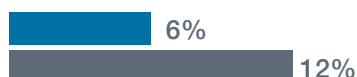


#### By their close co-workers

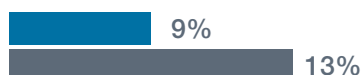


■ Employees  
■ Managers

#### Acceptance of cannabis use In their workplace culture



#### By their close co-workers



■ Employees  
■ Managers

**1 in 10**  
employees



and

**2 in 10**  
managers



reported **feeling pressure from others** at their workplace to use alcohol or other drugs before or during work.



Alcohol is part of our expense per month.

— Study participant



Workplace cultures that accept substance use immediately before or during work for some businesses is likely working against employers' efforts to manage or reduce substance use risks and improve employee's wellbeing.



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](mailto: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 — workplace culture: 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).