

Workplaces and Substance Use

Oil & Gas, Forestry, and Mining Industries



POLICIES & TRAINING

Policies vary in which substances managers said they address



85%
Alcohol



74%
Medical cannabis



75%
Recreational cannabis



71%
Medications



81%
Illegal drugs

About 7 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. Among managers who reported that policies exist, about 3 in 10 reported that they:

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



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

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



Just ensure that there [are] always policies, procedures and training included with employment Provide information to all employees on a consistent basis.

— 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 on workplace policies and practices related to substance use with workers and managers from various industries. The information presented here is from 295 workers and managers from the oil and gas, forestry, and mining industries 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 — policies and training: Oil and gas, forestry, and mining industries* [Infographic]. Ottawa, Ont.: Canadian Centre on Substance Use and Addiction.