

Workplaces and Substance Use

Oil & Gas, Forestry, and Mining Industries

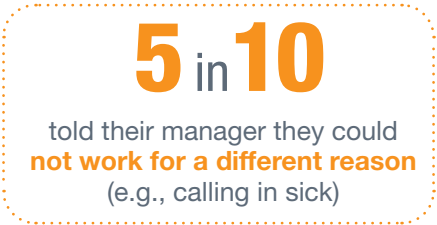


“ [Businesses] finding more meaningful ways to support their employees would be an effective way of reducing substance use. — Study participant ”

About **3 in 10 participants working in safety-sensitive* positions** reported consuming alcohol or drugs 2 hours before or during work or were hungover or felt high at work, compared with **1 in 10 non-safety-sensitive***



Of the people who reported consuming alcohol or drugs ...



About **6 in 10 workers and managers** hid their use because they:



Worried that they would **lose their job** or be suspended.



Worried **what other workers would think** of them.



Thought their workplace **policies or procedures discriminated or stigmatized** against people who might have alcohol or drug use issues.

People in safety-sensitive positions are less likely to trust discussing substance use with their managers.



of people in **safety-sensitive** positions ...



of people in **non-safety-sensitive** positions ...



think they can **safely and confidentially tell** their managers about substance use issues **without fear** of discrimination, stigma or discipline.



For some, fear prevents them from telling others that they have used a substance that might affect their work, if they are experiencing a substance use issue or seeking help.



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 — stigma: Oil and gas, forestry, and mining industries* [Infographic]. Ottawa, Ont.: Canadian Centre on Substance Use and Addiction.

*Safety-sensitive positions pose potential physical risk to self, co-workers, the public or the environment (e.g., heavy equipment operators, medical practitioners); and non-safety-sensitive pose low or no risks (e.g., office staff, retail clerk).