

# Substance Use in the Workplace

Substance use can be anywhere on the spectrum from recreational use, to frequent and problematic use. Because of this, there are varying impacts on personal lives and in the workplace.<sup>1</sup>

There are many organizational, personal and social factors that contribute to **why** someone may choose to use a substance. Some work-related factors can include<sup>1</sup>:

- high stress
- low job satisfaction
- long hours or irregular shifts
- fatigue
- repetitive duties
- periods of inactivity or boredom
- isolation
- lack of, remote, or irregular supervision



*Substance use can affect the workplace, just as the workplace can affect how and why someone uses substances<sup>1</sup>.*

*“When stigma is reduced, it is hoped that people will seek help without fear, and will speak openly about substance use issues<sup>1</sup>”.*

## Your Words Matter

Stigma remains one of the **biggest** barriers that people face when attempting to access treatment and support services. The way you speak to, about, and around someone can greatly influence their decision to seek help or not.

**Instead of:** opioid user, addict, and junkie

**Replace with:** person with a substance use disorder

**Instead of:** substance misuse, substance abuse

**Replace with:** substance use, harmful use, risky use

## To effectively engage in conversations about substance use:

- ✓ Treat everyone in a fair and equitable manner
- ✓ Create a safe space to have ongoing open and honest conversations
- ✓ Don't blame, shame or judge anyone that discloses addiction or mental illness
- ✓ Be genuine, and show compassion

## Key Considerations

- If someone is using drugs and/or alcohol, you are here to help them - not to judge them.
- Think before you speak, your words matter more than you know.
- Have ongoing education about mental health, addiction and stigma in the workplace<sup>2</sup>.
- Don't blame or criticize a colleague; addiction is a medically proven illness, not a choice.
- Consider implementing health promotion programs to improve the overall health of the workplace.

# How can I help someone that comes to me with a mental health or substance use concern?

**Employee Assistance Programs (EAP)** - *Speak with your manager about accessing EAP if available*

**Crisis Response Program** - (807) 346-8282 or District / Toll-Free: 1-888-269-3100

**Ontario Mental Health Helpline** -1-866-531-2600

**ConnexOntario** - 1-866-531-2600

**Back on Track** - 1-888-814-5831

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<b>Al-Anon/Alateen Thunder Bay Family Groups</b>	(807)622-1906
<b>Alcoholics Anonymous - Northwestern Ontario</b>	(807) 623-1712
<b>Algoma Place Walk In Clinic</b>	
<b>Opiate &amp; Narcotic Addiction Management Program &amp; Medical Cannabis</b>	(807) 345-5020
<b>Alpha Court</b>	(807) 683-8200
<b>Canadian Mental Health Association – Thunder Bay Branch</b>	(807) 345-5564
<b>Dilico Anishinabek Family Care</b>	
<b>Adult Mental Health &amp; Addiction Services</b>	(807) 623-7963
<b>Adult Residential Treatment Centre Intake</b>	(807) 623-7963
<b>Mental Health Walk In Counselling</b>	(807) 624-5818
<b>Lucero (Opioid Agonist Treatment)</b>	
<b>Donald St.</b>	(807) 625-5400
<b>Court St. N.</b>	(807) 633-6666
<b>NorWest Community Health Centres</b>	
<b>Consumption &amp; Treatment Services</b>	(807) 626-8518
<b>Oak Medical Arts – Addiction Medicine</b>	
<b>Algoma Clinic</b>	(807) 344-4077
<b>Academy Clinic</b>	(807) 344-4540
<b>Waterfront Clinic</b>	(807) 767-0620
<b>OATC (Opioid Agonist Treatment)</b>	
<b>South Clinic</b>	(807) 622-2900
<b>North Clinic</b>	(807) 768-2910
<b>Red River Clinic</b>	(807) 768-4352
<b>Westfort Clinic</b>	(807) 577-3540
<b>Rapid Access to Addiction Medicine (RAAM) Clinic</b>	(807) 626-8478
<b>St. Joseph’s Care Group</b>	
<b>Balmoral Centre</b>	(807) 623-6515
<b>Sister Margaret Smith Centre</b>	(807) 684-5100
<b>Teen Challenge</b>	
<b>Hope House Women’s Centre</b>	(807) 472-6909
<b>Thunder Bay Men’s Centre</b>	(807) 252-6909
<b>Thunder Bay Counselling</b>	
<b>Addiction &amp; Mental Health Programs</b>	(807) 684-1880
<b>Walk In Counselling</b>	(807) 684-1880
<b>Thunder Bay Indigenous Friendship Centre</b>	(807) 345-5840

1. Canadian Center for Occupational Health and Safety (CCOHS). (2019). Substance Use in the Workplace Fact Sheet. <https://www.ccohs.ca/oshanswers/psychosocial/substance.html>

2. Center for Addiction and Mental Health (CAMH). (2019). Mental health, stigma and the workplace. <https://www.camh.ca/en/camh-news-and-stories/mental-health-stigma-and-the-workplace>