

END STIGMA IN THE WORKPLACE

A healthy workplace culture -> healthy people = A healthy bottom line

Stigmatizing language prevents people who use substances from reaching out for support and treatments.

BC Overdose Crisis in Numbers

April 14, 2016: Public Health Emergency declared in response to rise in drug overdose and deaths

79%: males account for the majority of drug related deaths in the non-Indigenous population

19-49 years: men in this age group are most at risk of overdose and death

5.6: the average number of illicit drug toxicity deaths per day in BC

209/872: nearly 1/4 of the people who died from a drug overdose in 2018 were employed in the trades or transport industry

55 out of 100: overdose deaths occur in private residences

5x: Indigenous people are 5 times more likely to experience an overdose event than non-Indigenous people

(2020)

Substance and the Workplace

LEGAL RIGHTS of the Worker

The Canadian Human Rights Act defines dependence on drugs or alcohol as a disability. When an employee is diagnosed with substance dependence, they have a right to be accommodated by their employer – just as anyone else with a disability.

Protecting Your INVESTMENTS

You spend time, energy and money hiring, training and keeping employees engaged, because they are the life blood of your organization. Protect your investment, create a culture where your staff can seek support and treatment for substance use.

There are RESOURCES to help you

It's not always easy to know what to do to create a safe and supportive workplace for those who use substances. There are resources available to help.

<https://www.ccsa.ca/sites/default/files/2019-09/CCSA-Language-and-Stigma-in-Substance-Use-Addiction-Guide-2019-en.pdf>.

<https://www.youtube.com/watch?v=FnmSxcfNBuw>

<https://www.chrc-ccdp.gc.ca/eng/content/impaired-work-guide-accommodating-substance-dependence>

EVERY WORD MATTERS

Together, we can end the harm caused by stigmatizing language.

- ➔ Take the pledge to stop using stigmatizing language when talking about drug-use and substance use disorders
- ➔ Share the pledge with your co-workers and staff.

<https://www.addictionmatters.ca/takethepledge/>

