

## Understanding Why We May Use Substances

In high-stress, fast-paced industries like tourism and hospitality, substance use can play a dual role:

1. **Stress Relief:** A way to unwind after a shift.
2. **Social Connection:** Helps team members bond and debrief together.

## Recognizing Signs of Challenges

Managers should be aware of signs that indicate an employee may be struggling, such as:

- Declining job performance
- Increased absenteeism
- Behavioural changes, like moodswings or irritability
- Physical signs, like fatigue or poor hygiene

Approach with empathy, and provide resources without judgement.

## A Workplace Substance Use Policy

A clear substance use policy creates a healthy work environment. Key elements include:

- An After-Shift Only Policy.
- Encourages Alternatives: plan substance-free events and team-building activities.
- Provides Resources: List EAP and other resources
- Sets clear expectations and consequences: ensure employees understand the rules and available support.

## Promoting Responsible Use

Encourage employees to:

- Keep substance use for **after work** only.
- **Know which resources are available** to them if they need support managing their substance use.

## Building a Supportive Workplace Culture

By promoting balance, recognizing signs of overuse, and providing resources, managers help create a positive, healthy workplace for everyone.

Contact Go2HR for more support or resources:

[www.go2hr.ca/health-safety/contact-us](http://www.go2hr.ca/health-safety/contact-us)

## Additional Resources

**Crisis Lines:** 1-800-784-2433 or 9-8-8

**Mental Health Support Line:** 310-6789

**Drug and Alcohol Info and Referral:** 1-800-663-1441

**Mental Health Services:** [helpstartshere.gov.bc.ca](http://helpstartshere.gov.bc.ca)

**Mental Health Information:** [heretohelp.bc.ca](http://heretohelp.bc.ca)

**Free Wellness Program:** [bouncebackbc.ca](http://bouncebackbc.ca)