

SUPPORTING WORKERS IMPACTED BY SUBSTANCE USE

National Addictions Awareness Week is November 16-22, 2025. This year's theme, *Anchoring Hope*, reminds us that hope requires action and engagement. It calls on all of us to come together, take responsibility, and strengthen the support that anchors us together.

WHY IT MATTERS?

Substance use and addiction can affect anyone - at home or at work. Recognizing the signs early and responding with care helps keep our workplaces safe, supportive, and stigma-free. Addiction is a health issue, not a personal failure. Recovery begins when people feel safe to reach out.



RECOGNIZE

Be aware of potential warning signs:

- Frequent lateness, absences, or sudden changes in performance
- Isolation, irritability, or noticeable mood shifts
- Safety incidents or near misses
- Smell of alcohol or drugs, or unexplained fatigue

Remember: These signs can also indicate stress, fatigue, or other health issues. Avoid assumptions - look for patterns and changes.

RESPOND

If you're concerned about a co-worker or loved one:

- Choose a private, respectful time and place to talk
- Focus on safety and support, not discipline
- Use "I" statements:
- "I've noticed you don't seem yourself lately - are you okay?"
- Listen without judgment and encourage next steps toward help



REFER

You don't need to fix the problem, just connect the person to support:

- Employee & Family Assistance Programs (EFAP)
- Supervisor, Health & Safety Rep, or HR contact
- Community Resources - see the **BASES Mental Health Resource Booklet for Workers** for:
 - Local Crisis Supports
 - Peer Support Tool
 - Self-Assessment Tools
 - Local Mental Health & Addictions Support

HOW CAN YOU HELP?

Check out the
**BASES Mental Health
Resource Booklet for Workers**
for info & resources

