



CRH Canada

ADDICTION AND MENTAL HEALTH IN THE WORKPLACE OR JOB SITE

Human Resource Management



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Meghan has an extensive background in Human Resource within a variety of industry's including Construction, Casino and Not-for-Profit Health Care.

MENTAL



HEALTH

MENTAL HEALTH FACTS:

- *There has been a significant increase in employees going on leaves in the past year due to mental health illnesses*
- *Globally, 75% of those who die by suicide annually are men*
- *22% of men have used illegal drugs or misused prescription drugs in the last year*
- *60% of men will experience traumatic events in their lives, yet are less likely than women to seek out support afterwards*
- *Nearly 1 in 10 men experience anxiety or depression on a daily basis, but less than half of those will ever seek assistance*





WHAT TO DO WHEN YOU SEE SOMEONE STRUGGLING:

See

Open up

Support

WHAT TO DO IN A CRISIS

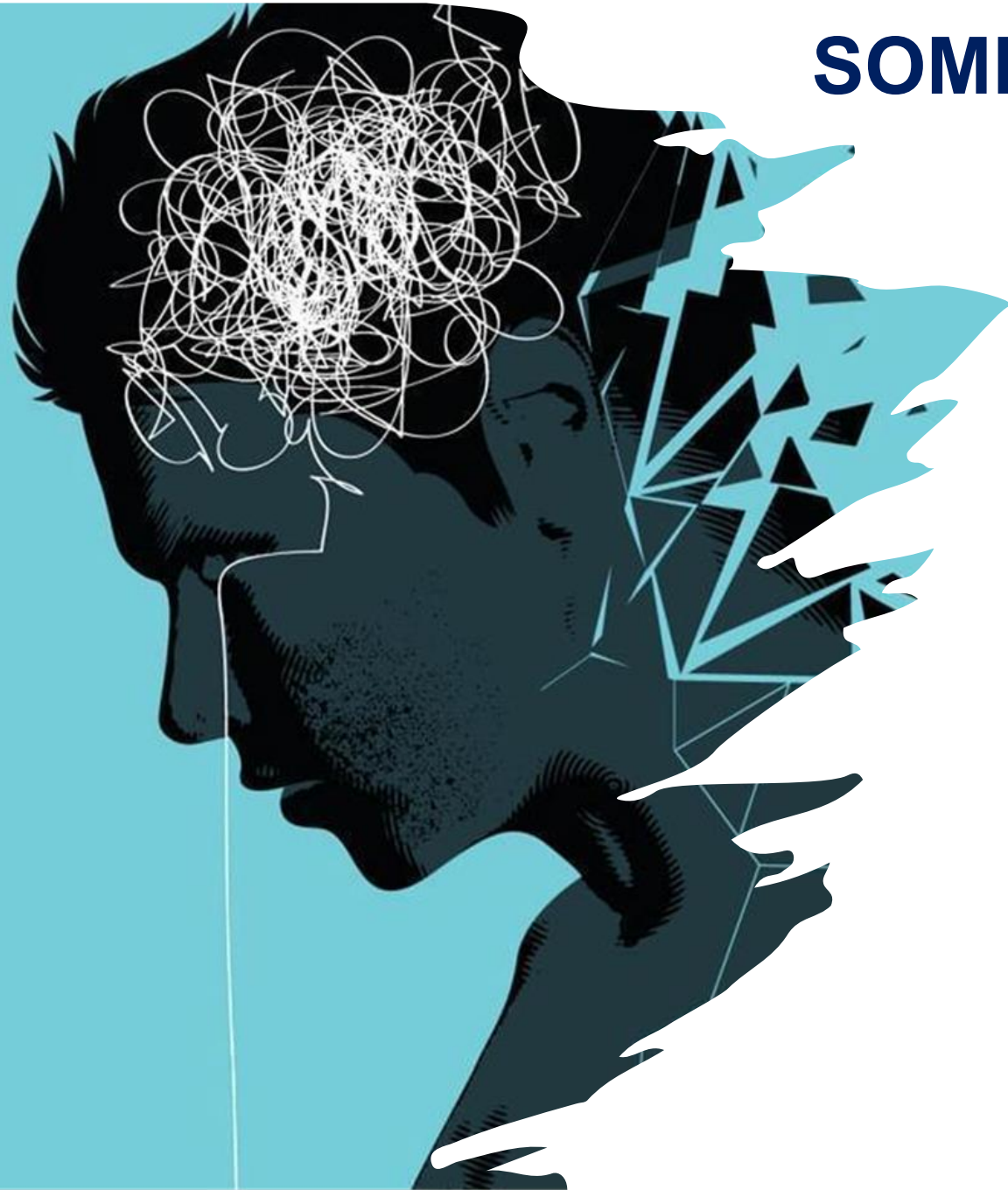
- Keep calm
- Ensure that both you and the employee are not in immediate danger
- Reduce stimulation
- Listen actively
- Connect with additional help – Do not do this alone
- Help with safe next steps
- Debrief



SOMETHING TO THINK ABOUT...

Despite the prevalence of mental health issues, what % of people experiencing mental health challenges do not seek help for fear of being labeled?

- 20%
- 35%
- 50%
- 60%
- 75%



60%

of people with a mental health problem or illness won't seek help for fear of being stigmatized or labeled



Living with the stigma of mental health disorders is often worse than the illness itself.

Stig-ma-tize /'stigmə,tɪz/ *verb* ;
describe or regard as worthy of disgrace
or great disapproval

MENTAL HEALTH
SUPPORTIVE
RESPECTIVE INCLUSIVE
STOP STIGMA
FORM STIGMA LISTEN
RECOVERY



WHAT TO WATCH FOR?

- Increased absenteeism
- Change in behaviour or increased mood swings
- Change in attitude towards colleagues/ social withdrawals from colleagues
- Change in physical appearance
- Inconsistent behaviour
- Easily irritated
- Difficulty in being able to focus
- Worrying
- Destructive behaviour
- Low energy or lack of sleep

FIT FOR WORK

An area that is often troublesome for supervisors is what to do when an employee appears to be under the influence or intoxicated at work. At a minimum, the following steps should be followed:

- Immediately removed from performing work duties;
- Have another Supervisor/co-worker observe the employee for signs of impairment;
- Contact HR (if available) to determine if there are reasonable grounds for substance testing;
- Escort employee to a safe location and give them the opportunity to explain why they appear to be in an unfit condition.
- If the employee is acting disruptive, remove them from the immediate worksite. An employee who is physically resisting should be dealt with by security or local police;
- The employee should not be sent home alone or allowed to drive - responsible escort procedures should be followed (i.e. taxi, at no expense to the employee);
- Refer for medical attention if there are immediate medical concerns;
- **Immediately and accurately document in writing details of the incident. Gather statements from witnesses and/or others involved.**

CAN YOU TEST FOR POTENTIAL SUBSTANCE USE?

Substance Testing

An employee who works in a Safety Sensitive job or work environment may be required to undergo a Substance test in the following circumstances:

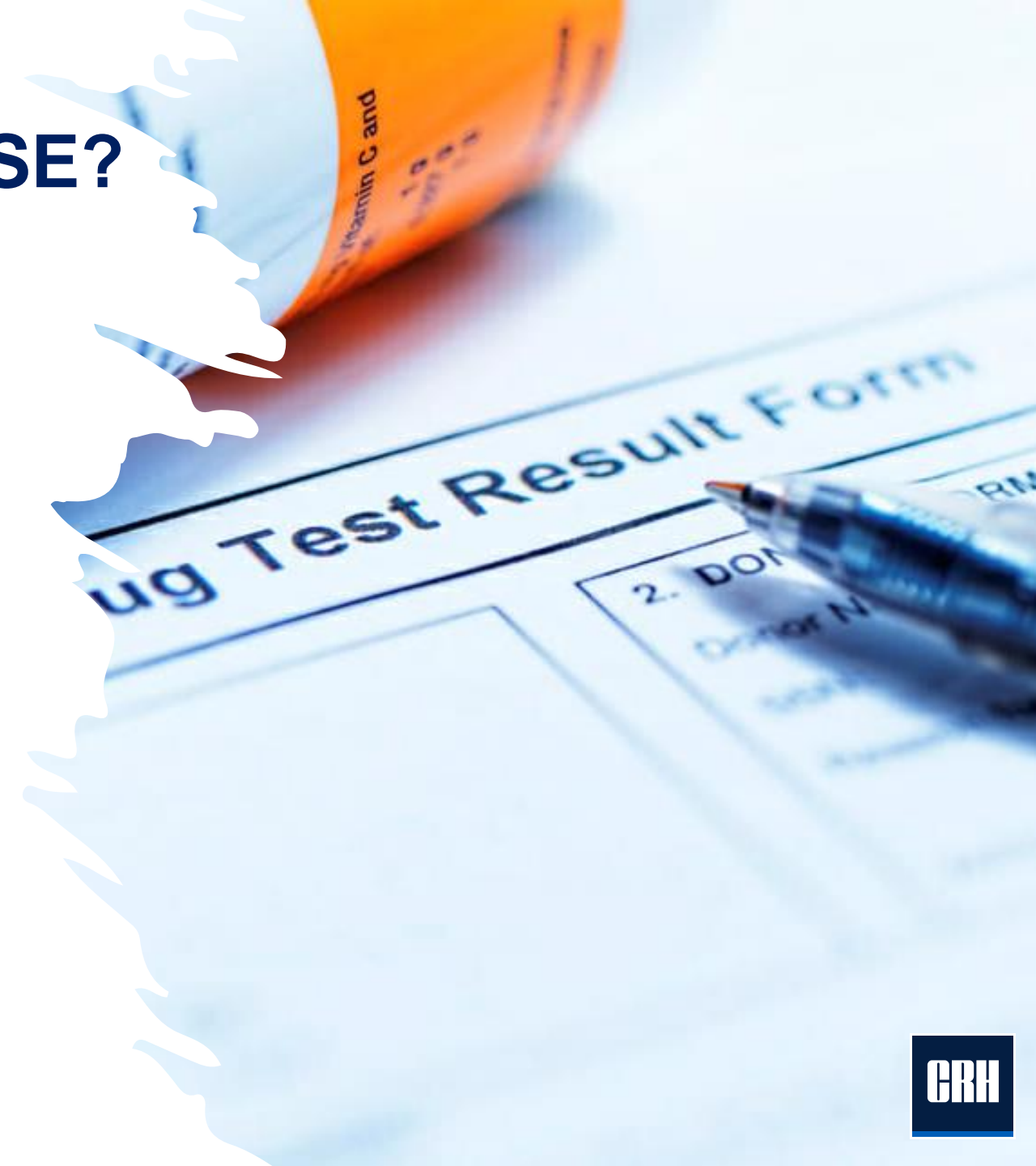
Reasonable Cause: When a person in authority has objective and articulated facts sufficient to form a reasonable suspicion that a Substance might be influencing an individual to safely perform his/her job. These can include, but not limited to, one or more of the following;

- Direct observation of Substance use or possession;
- The smell or odor of Alcohol or marijuana;
- Loss of motor control, including staggering or an unsteady gait;
- Bloodshot eyes;
- Slurred speech;
- Erratic behavior; and
- Shaking or tremors.

CAN YOU TEST FOR POTENTIAL SUBSTANCE USE?

Post Significant Incident:

Where a Significant Incident has occurred, An employer will conduct an investigation into the incident to determine whether Substance use was a possible contributing factor in the incident. Where, as a result of the investigation, if the employer concludes that a particular employee's role in the incident may have been due to impairment, or where a Substance test is important to identify the root cause of what occurred, An employer may require the employee to undergo a Substance test.



HUMAN RIGHTS CODE

The **Human Rights Code** is a statute in the Canadian province of Ontario that guarantees equality before the law and prohibits discrimination in specific social areas such as housing or employment. The code's goal specifically prohibits discrimination based on race, colour, gender identify, creed, age and other grounds. The code is administered by the Ontario Human Rights Commission and enforced by the Human Rights Tribunal of Ontario.

Duty to Accommodate

Under the *Code*, employers and unions, housing providers and service providers have a legal duty to accommodate the needs of people with disabilities who are adversely affected by a requirement, rule or standard. Accommodation is necessary to ensure that people with disabilities have equal opportunities, access and benefits. Employment, housing, services and facilities should be designed inclusively and must be adapted to accommodate the needs of a person with a disability in a way that promotes integration and full participation.

WHAT DOES ACCOMMODATION MEAN IN RELATION TO SUBSTANCE ABUSE?

In this case, the employer clearly “perceived” the person to have a substance abuse problem and therefore the protection of the *Code* is engaged. The fact that a person refuses treatment or accommodation does not in and of itself justify immediate dismissal. The employer has to demonstrate, through progressive discipline, that the employee has been warned and is unable to perform the essential duties of the position. If the employee refuses offered accommodation and if progressive discipline and performance management have been implemented, then disciplinary steps can be taken.

If an employee's drug or alcohol addiction/dependency is interfering with that person's ability to perform the essential duties of the job, the employer must first provide the support necessary.



HOW CAN YOU SUPPORT YOUR EMPLOYEES?

- Participate in meaningful and supportive conversations with your employees
- Remind them of available Company & Community resources:
 - EFAP (Employee and Family Assistance Program)
 - Benefit Coverage Information (i.e. therapist, counselor, etc)
 - Mental Health & Suicide Hotlines

QUESTIONS?

Thank
You