

WHAT TO DO WHEN SOMEONE NEEDS HELP WITH THEIR SUBSTANCE USE: AN EMPLOYER'S GUIDE

The most important harm to address is someone's risk of overdose. Have they recently taken drugs?

Yes

No

Spending some time with them and being ready to respond with Naloxone and call 911 should they start showing signs of an overdose

It's time to provide them some support to figure out what is going to work best for them, and to identify what role you can play and when you can call in others for help

Do they want harm reduction services?

No

Yes

Overdose Prevention Sites available in Port Alberni at 3699 3rd Ave., in Nanaimo at 437 Wesley St, and in Duncan at 221 Trunk Rd.
Harm Reduction Services such as safer use supplies and referrals available in Port Alberni, Nanaimo, Parksville, Qualicum, Duncan, Gabriola Island, and Galiano Island.
See Mid-Island Services Pamphlet or visit vicabc.ca for a full list including addresses.

Do they want peer support?

No

Yes

Let them know about Hammer Time, an industry-specific online support group Thursdays at 7 PM on Zoom. The link to join and a list of other support groups are available on VICA's website.

Do they want detox or recovery options?

No

Yes

What does this mean for their employment?
Whether they were caught using at work or not, people who are able to retain employment or have the assurance of returning to their job once they can be safe on a worksite are more likely to be successful in making changes in their lives.
If they're not using at work, their employment with you likely doesn't need to change. If it does, consider helping them access medical EI. Substance Use Disorder is a medical condition and you have a duty to accommodate.

Everyone's journey is different, knowing that someone cares about you can make all the difference

Call your region's intake number for Island Health's Mental Health and Substance Use Intake. A nurse or patient navigator will guide them through the options for detox/replacement meds and/or inpatient or at-home recovery programs

Cowichan Valley:
250-709-3040

Nanaimo: 250-739-5710

Oceanside:
250-951-9550