

Addictions and Substance Abuse

A drug simply is, a substance which can affect the way a person thinks, acts and feels. Alcohol does all these things, so it is also deemed to be a drug. Abuse of any drug can create serious health, social and economic problems for the individual and their family members. In fact, one is more likely to drink or take other drugs if someone in your family such as a parent or partner does.

If you suspect you have a substance abuse problem, remember you are not alone - other people like you are struggling with similar problems. Or, if one of your family members has a drug abuse problem - don't blame yourself. Plenty of helpful information, support and treatment is available.

A good place to begin is to attempt to learn as much as you can about alcohol and other drug use. You might start with the Drug and Alcohol Information Line at 1-800-463-6273. Your family physician and the University's Employee and Family Assistance Plan can also provide information and/or support. If you are interested in information about treatment services, contact the Drug and Alcohol Registry of Treatment (DART) at 1-800-565-8603 for services in your community or across Ontario.

The University has a duty to accommodate individuals seeking treatment. Specific accommodations are treated on an individual basis depending on the recommended course of treatment. In some cases paid sick leave and long term disability benefits are available.

Please feel free to contact staff in Human Resources for further confidential information. *Please note:* Supervisors and/or co-workers will only be advised that an accommodation is necessary and what that accommodation involves, for example, to be absent from work for medical reasons. **No one else at the University will be advised that you have an alcohol or drug abuse problem unless you choose to tell someone yourself.**