

**TEACHER DISCUSSION GUIDE**

**Exploration: FACE Scenarios**



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**TEACHER DISCUSSION GUIDE****Scenario 1: Alex: The Fish Plant Incident**

Alex, who is 17, has a summer job at the fish plant where their cousin works. They frequently socialize with their cousin and their coworkers during lunch break. One day, some of Alex's coworkers were smoking weed (cannabis) during the break and offered it to Alex. Alex took a few puffs, and even though they didn't feel super high, it was enough to impair their coordination when they returned after lunch. Alex accidentally cut their hand while cleaning the filet machine, resulting in a minor injury.

**How should Alex FACE this situation?**

Review the Policy at the bottom of this worksheet to help answer the questions.

**FEEL**

1. How do you think Alex might feel in this situation?

- Alex might feel embarrassed and ashamed that they made a poor decision which led to an injury.
- Alex might also feel nervous or anxious about the consequences from their employer
- Alex might also feel pressure or disappointment that they gave in to peer pressure from coworkers or family.

**ASSESS**

2. What part of the policy did they violate?

- Alex violated the part of the policy that prohibits:
  - Consuming cannabis during work hours, including breaks and lunch periods.
  - Being under the influence of cannabis while on duty or present at the workplace.
  - Failing to ensure they were fit for duty and not impaired.

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3. According to the policy, what consequences might Alex face because of their actions?

- Alex could face disciplinary action, ranging from a warning to termination depending on severity.
- The employer may require retraining, safety education, or involvement in an incident investigation.
- If substance use is a concern, Alex may be referred to support services (e.g., counselling, EAP).
- Coworkers also share responsibility for safety, and the situation highlights why impairment rules apply even during breaks.

4. How might the employer screen for cannabis use?

- Post-incident Drug testing - Alex might be asked to take a urine, saliva, or blood test shortly after the injury.
- Note: THC stays in the body for days or even weeks after use, depending on how often someone uses cannabis. So a positive test doesn't always prove someone was impaired at the time of the incident. However, saliva tests can detect more recent use (within a few hours), so they might be preferred in post-incident cases.

## CHOOSE

5. What are the next steps for Alex?

- Alex should report the injury and the incident honestly to their supervisor.
- They may be asked to meet with HR or management to discuss the policy violation.
- Depending on company policy and whether this is a first-time issue, Alex may be referred to counselling, warned, or disciplined.
- Alex might be encouraged or required to seek help if substance use is affecting their ability to work safely.
- In the future, Alex should avoid consuming any substances during work hours and be more mindful of peer pressure, even from close coworkers or relatives.

**TEACHER DISCUSSION GUIDE****EVALUATE**

6. What do you think Alex learned from this experience?

- Even small amounts of cannabis can impair coordination and lead to accidents.
- Workplace substance-use policies apply during breaks and must be followed at all times.
- Impairment can have real safety consequences, not just rule-related ones.
- Peer pressure can lead to unsafe choices, and it's important to set boundaries.
- Reporting concerns or avoiding risky situations is part of staying safe at work.

7. How do you think Alex's actions affected their employer, coworkers, customers, and themselves?

- Alex put themselves at risk and experienced a preventable injury.
- Coworkers' safety was impacted because impaired behaviour increases the chance of accidents for everyone nearby.
- The employer had to manage incident reporting, possible production delays, and safety investigations.
- Customer service or product quality may have been affected if the injury disrupted workflow.
- The incident may damage trust in Alex's reliability and require corrective action.

**TEACHER DISCUSSION GUIDE****Scenario 2: Sam: Cash Register Mishap**

Sam, who is 16, works at the movie theater on the weekends. He recently hurt his ankle playing basketball, but even though his ankle hurts a lot during his shifts, he doesn't want to take time off from his job because he needs the money. One of Sam's coworkers offers him some of their prescription opioid pain medication. Even though it was not prescribed to him and he doesn't know his coworker very well, Sam accepts the pain medication because his ankle really hurts. While closing up at work, Sam feels drowsy and a bit confused from taking the medication, and he accidentally forgets to lock the cash register. The next day, Sam's boss notices that the cash register was left open with cash in it and calls Sam into his office to investigate.

**How should Sam FACE this situation?**

Review the Policy at the bottom of this worksheet to help answer the questions.

**FEEL**

1. How do you think Sam might feel in this situation?

- Sam might feel anxious, scared, and regretful because he knows that the policy clearly states that "being under the influence of alcohol, cannabis, or other drugs while on duty or present at the workplace" is prohibited.
- Sam might worry about disciplinary consequences and feel embarrassed that he made a mistake and was caught by his boss
- Sam might also be worried that there may be some cash missing because he didn't close up properly.

**ASSESS**

2. What part of the policy did Sam violate?

Sam violated several points:

- "Misusing prescription or over-the-counter medications in a way that could lead to impairment at the workplace"

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- “Being aware of the potential impact of prescribed and over-the-counter medications on their fitness for duty and communicating any concerns to their supervisor or HR if accommodation may be required.”
- The policy also clearly states that employees must “report to work fit for duty and remain so throughout their work hours.”

3. According to the policy, what consequences might Sam face because of their actions?

- He may face disciplinary action ranging from a warning to suspension or termination, depending on workplace procedures.
- The employer may conduct a formal investigation into the incident, including why the register was left unsecured.
- Sam may be asked to complete additional training, report medication concerns, or seek support if needed.

4. How might the employer screen for opioid use?

Sam may be asked to take a drug test (usually urine, sometimes saliva or blood) to check for substances like opioids.

- Timing matters: These tests are most accurate if done soon after the incident, especially for substances like short-acting opioids.
- Opioids like hydrocodone, oxycodone, codeine, or morphine are usually detectable for 1–3 days after a single use with a urine test

**CHOOSE**

5. What are the next steps for Sam?

- Sam should follow the policy by cooperating fully: “Cooperating with any inquiries or procedures related to this policy.” This may include attending a meeting with management, undergoing testing, or participating in support or counselling if offered.
- Sam should also consider seeing a doctor about the pain in his ankle and get appropriate treatment, rather than relying on pain medication from coworkers.

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### EVALUATE

6. What do you think Sam learned from this experience?

- Taking someone else's prescription medication can be risky, unsafe, and against workplace policy.
- Impairment, even from medications, can affect judgment, focus, and job performance.
- Asking for help or communicating an injury to a supervisor is safer than trying to hide pain.
- Short-term solutions (like using someone else's meds) can create bigger problems at work.
- It's important to understand workplace expectations around fitness for duty.

7. How do you think Sam's actions affected his employer, coworkers, customers, and himself?

- Sam put his own safety at risk by taking medication not prescribed to him and working while impaired.
- Coworkers may have had to deal with the consequences of the unsecured cash register or cover for the mistake.
- The employer faces financial risk, potential loss of cash, and the need to investigate the incident.
- Customers could be affected if impaired employees slow service or make errors.
- Sam's reliability and trustworthiness may be questioned, which could impact future shifts or employment status.

**TEACHER DISCUSSION GUIDE****Scenario 3: Avery: The Delivery Driver's Dilemma**

Avery is an 18-year-old pizza delivery driver who works in the evenings and weekends. She has recently been feeling a lot of stress from juggling friends, family, school, and work, and her friends suggested trying weed (cannabis) to cope with the stress. She started using it regularly, and now will sometimes smoke a few hours before her shift at work. One day, Avery is delivering a pizza when she is pulled over by the police for a routine traffic stop. The police conduct a roadside drug test, which comes back positive for cannabis impairment.

**How should Avery FACE this situation?**

Review the Policy at the bottom of this worksheet to help answer the questions.

**FEEL**

1. How do you think Avery might feel in this situation?

- She might feel anxious and scared, because she knows she isn't supposed to be under the influence of cannabis during work hours or while driving.
- She might feel regretful for risking her driver's license and her job, and possibly embarrassed or worried about the consequences.

**ASSESS**

2. What part of the policy did Avery violate?

- Avery violated multiple parts of the policy:
  - Being under the influence of alcohol, cannabis, or other drugs while on duty or present at the workplace. This includes reporting to work while impaired."
  - "Reporting to work fit for duty and remaining so throughout their work hours."
  - Possibly "misusing...medications in a way that could lead to impairment" if cannabis was used improperly.
- She is also driving under the influence of cannabis, and using it underage,

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which will have its own legal consequences.

3. According to the policy, what consequences might Avery face because of their actions?

- She may face disciplinary action, including suspension or termination, due to safety risks and legal involvement.
- The employer may need to conduct an investigation and document the incident for liability reasons.
- Police involvement may lead to legal consequences (fines, license suspension), affecting her ability to work.
- She may be required to seek support or disclose any substance-use concerns to continue working.

4. How might the police officer screen for cannabis impairment?

- In Avery's situation, the police officer would screen for cannabis impairment using a combination of tools and observations. The officer may first ask Avery to do a series of physical coordination tests (Standard Field Sobriety Testing ), including:
  - Walk-and-turn (walking in a straight line and turning)
  - One-leg stand
  - Horizontal gaze nystagmus (following a moving object with her eyes).
  - These tests help the officer assess motor skills, balance, and eye movement, which can be affected by cannabis use.

**DECYDE Substance Use & Laws handout:** more info on detecting impairment including Standard Field Sobriety Testing and Drug Recognition Expert

- If the officer has reason to believe Avery is impaired (like red eyes, smell of cannabis, slowed speech), they might use a roadside saliva test.
  - It detects recent cannabis use by checking for THC (the main psychoactive component).
  - These tests can typically detect cannabis use within the past 6–12 hours, depending on the device.

**TEACHER DISCUSSION GUIDE****CHOOSE**

5. What are the next steps for Avery?

- Avery should cooperate with the police officer
- Her employer will likely be informed, so Avery will need to cooperate with any company inquiries as the policy requires: “Cooperating with any inquiries or procedures related to this policy.” She should also consider “seeking assistance if they believe they may have a substance use problem” to better manage stress and avoid future issues. Depending on the employer’s decision, Avery may face disciplinary action but can also take steps to improve.

**EVALUATE**

6. What do you think Avery learned from this experience?

- Cannabis use, even hours before a shift, can still impair driving and judgment.
- Legal substances can still violate workplace safety policies when used before work.
- Driving impaired has serious legal, safety, and job-related consequences.
- Using substances to cope with stress can create more problems instead of relieving them.
- Seeking healthier coping skills or support is safer than relying on substances.

7. How do you think Avery’s actions affected her employer, coworkers, customers, and herself?

- Avery put herself at legal and physical risk by driving impaired.
- The employer faces reputational damage, liability concerns, and potential loss of insurance coverage.
- Coworkers may need to cover shifts if Avery loses her license or job.
- Customers may receive delayed service or unsafe delivery conditions.
- The incident may jeopardize Avery’s employment and future driving-related work opportunities.

**TEACHER DISCUSSION GUIDE****Scenario 4: Caelan: The Referee**

Caelan is 17 years old and works as a soccer referee on weekends. The night before an early Sunday morning game, Caelan attends a friend's birthday party where they stay out late partying and drinking alcohol. After Caelan drives to the school to referee the game the next morning, they realize they might still be a bit impaired from the night before. Caelan is unfocused and makes several poor calls during the game, which draws the attention of the head coach and some of the parents.

**How should Caelan FACE this situation?**

Review the Policy at the bottom of this worksheet to help answer the questions.

**FEEL**

1. How do you think Caelan might feel in this situation?

- Caelan may feel embarrassed, regretful, or ashamed. Knowing that they are underage and likely still impaired while working violates the company's policy. They may also feel anxious about being reported or losing their job and worried that they've put others at risk.

**ASSESS**

2. What part of the policy did Caelan violate?

Caelan violated several components of the workplace policy, specifically:

- "Being under the influence of alcohol... while on duty or present at the workplace. This includes reporting to work while impaired."
- "Reporting to work fit for duty and remaining so throughout their work hours."
- Possibly "consuming alcohol during work hours" if alcohol had not fully metabolized from the night before.

**TEACHER DISCUSSION GUIDE**

3. According to the policy, what consequences might Caelan face because of their actions?

- They may face disciplinary action, such as losing refereeing assignments or being suspended.
- The employer may issue a formal warning or require retraining related to safety and responsibility.
- Concerns may be escalated due to the involvement of minors at the sporting event.

4. How might Caelan assess if they are still impaired before they drive or attend work?

- Do a self-check: Caelan should honestly ask themselves:
  - Do I feel dizzy, foggy, or slow?
  - Is my reaction time off?
  - Do I have a headache or feel nauseous?
  - Am I having trouble focusing or making decisions?
- Even if the “drunk” feeling is gone, lingering effects (a hangover or residual impairment) can still affect judgment and coordination.
- Do the Math: On average, the body processes 1 standard drink per hour (beer, glass of wine, or shot of liquor). Nothing—not coffee, cold showers, or food—can speed that up.
  - If Caelan had several drinks and only slept a few hours, there’s a good chance some alcohol is still in their system.
  - Caelan could use a sobriety app or estimator to help: these websites/apps can estimate blood alcohol content based on: how much was consumed, body weight and biological sex, and time since last drink.
- Plan Ahead for next time:
  - If Caelan has an early morning responsibility:
  - Avoid drinking the night before, or
  - Arrange for a ride, taxi, or parent drop-off
  - Let someone know they’re not feeling 100% and step back from duties if needed.

**TEACHER DISCUSSION GUIDE****CHOOSE**

5. What are the next steps for Caelan?

- Caelan should reflect on their actions and speak honestly with their supervisor or league manager.
- They must “cooperate with any inquiries or procedures related to this policy” and consider getting help if they struggle with peer pressure or substance use.
- Caelan may also need to apologize and accept any consequences, while learning from the experience.

**EVALUATE**

6. What do you think Caelan learned from this experience?

- Alcohol can impair performance the next day even if they feel “mostly fine.”
- Showing up to work impaired puts their job and credibility at risk.
- Decisions made during social events can affect work responsibilities.
- Being a referee requires strong focus, fairness, and safety. Impairment interferes with all of these.
- Planning ahead and setting limits before work obligations is essential.

7. How do you think Caelan’s actions affected their employer, coworkers, customers, and themselves?

- Caelan’s poor focus led to bad calls, affecting the fairness and quality of the game.
- Coaches, players, and parents lost trust in the officiating process.
- The organization may receive complaints, affecting its reputation.
- Other referees may need to cover future shifts if Caelan is removed from the schedule.
- Caelan put their job at risk by working while not fit for duty.

**TEACHER DISCUSSION GUIDE****Scenario 5: Kit: Restaurant Kitchen Chaos**

Kit is 16 years old and works Friday and Saturday nights in a busy fast-food restaurant. During breaks, Kit heard a few coworkers start talking about using weed (cannabis) after their shift. Kit's brother grows weed at home and she has sold it to some kids at school before. One day, Kit brings a small amount of weed to work and quietly offers to sell some to a coworker. A few employees become aware of what's going on, and although no one is using it during their shift, the situation makes some coworkers uncomfortable. Eventually, one of them decides to speak to the manager about it.

**How should Kit FACE this situation?**

Review the Policy at the bottom of this worksheet to help answer the questions.

**FEEL**

1. How do you think Kit might feel in this situation?

- Kit might feel like she is not doing anything wrong, because her brother is growing the cannabis legally.
- Kit might feel nervous, guilty, or embarrassed after being reported. She may also feel regretful for bringing cannabis to work and possibly surprised by how seriously others responded. If she thought it was harmless or casual, she's likely now realizing the seriousness of the situation.

**ASSESS**

2. What part of the policy did Kit violate?

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Kit violated multiple parts of the policy, including:

- “Using, possessing, distributing, selling, or manufacturing illegal drugs at any time while on company property or during work hours, including breaks and lunch periods.”
- “Possessing open containers of alcohol or cannabis at the work site.”
- “Complying with all aspects of this policy.”

3. According to the policy, what consequences might Kit face because of their actions?

- Selling or distributing drugs at work may lead to immediate termination.
- The employer may involve law enforcement due to potential criminal activity.
- Kit may face disciplinary consequences affecting future job references or employment.
- An investigation will likely occur, including interviews with coworkers who witnessed it.

4. Even if Kit’s brother is legally growing cannabis at home, is it legal for her to sell it at work? Why or why not?

It is not legal because:

- Kit is underage- In Canada, you must be at least 18 or 19 years old (depending on the province) to legally buy, possess, or share cannabis. Since Kit is only 16, it’s illegal for her to handle or distribute cannabis at all, even if it was grown legally by someone else.
- Selling cannabis without a license is illegal - Only licensed retailers are allowed to sell cannabis in Canada.  
Selling cannabis without a license is considered drug trafficking, which is a serious criminal offence—even if it’s just a small amount or sold to friends or coworkers.

**TEACHER DISCUSSION GUIDE****CHOOSE**

5. What are the next steps for Kit?

- Kit should take full responsibility for her actions and cooperate with management as the policy outlines: “Cooperating with any inquiries or procedures related to this policy.”
- She may be terminated but should also consider “seeking assistance” if this is part of a pattern of risky behavior. Kit should reflect on why she made this decision and what changes she can make to avoid repeating it.

**EVALUATE**

6. What do you think Kit learned from this experience?

- Bringing or selling cannabis at work is a serious violation with major consequences.
- Even if coworkers aren’t using it, drug-related activity impacts workplace safety and culture.
- Illegal or risky behaviour spreads quickly through a workplace and rarely stays secret.
- Short-term financial gain isn’t worth losing a job or facing legal trouble.
- Professional boundaries and responsibilities must be respected, even among peers.

7. How do you think Kit’s actions affected her employer, coworkers, customers, and herself?

- Coworkers felt uncomfortable and unsafe knowing drugs were being sold at work.
- The employer faces legal and liability risks if drugs are present on-site.
- Workplace morale and trust may be damaged, especially among younger staff.
- The situation could disrupt operations if multiple employees are involved or questioned.
- Kit risks losing her job, facing legal issues, and straining her relationship with her coworkers.

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### Scenario 6: Deven: Struggling to Keep Up

Deven is 17 years old and works as a dishwasher at a restaurant on Friday and Saturday evenings. The restaurant is busy and fast-paced and Deven often feels overwhelmed trying to keep up. One Saturday during a break, an older coworker offers him a small amount of cocaine, saying it will help him stay sharp and energized. Feeling desperate to keep up, Deven decides to try it. To his surprise, he feels more alert and gets through the shift more easily.

In the following weeks, Deven continues using the drug before or during his shifts. While Deven feels more energetic, his behavior also starts to change. He talks quickly, seems distracted, and occasionally becomes irritable. Coworkers begin to notice, and one reports hearing Deven mention using something on break. Concerned, they report it to the manager. The manager begins to notice Deven's erratic behaviour and increased tension with other staff. After receiving multiple reports from team members, the manager decides to initiate a formal investigation.

#### **How should Deven FACE this situation?**

Review the Policy at the bottom of this worksheet to help answer the questions.

### **FEEL**

1. How do you think Deven might feel in this situation?

- Deven likely feels anxious, exposed, and regretful. He may feel embarrassed that his behavior gave him away, nervous about being caught, and afraid of losing his job or facing legal trouble. Deven might also feel overwhelmed by stress and unsure how to manage it in healthier ways.

### **ASSESS**

2. What part of the policy did Deven violate?

Deven violated several major parts of the company's workplace policy, including:

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- “Being under the influence of alcohol, cannabis, or other drugs while on duty or present at the workplace.”
- “Using, possessing, distributing, selling, or manufacturing illegal drugs at any time while on company property or during work hours, including breaks and lunch periods.”
- “Reporting to work fit for duty and remaining so throughout their work hours.”
- “Complying with all aspects of this policy.”

**3. What are the consequences of the violation to Deven?**

- Using illegal drugs at work and while on duty, is a serious violation of the workplace policy. Deven may face immediate disciplinary action, including suspension or termination.
- A formal investigation will likely include interviews, documentation, and possible involvement of law enforcement.
- His impaired behaviour (irritability, distraction, rapid speech) shows he was not fit for duty, strengthening the case for disciplinary consequences.
- He may be required to seek substance-use support if the employer offers assistance programs.

**4. How does cocaine’s illegal status change the seriousness of the situation, as compared to legal substances like alcohol or cannabis?**

- Possessing or using cocaine at work creates legal risks for both Deven and the employer.
- The employer may be legally obligated to report the activity to police due to criminal implications.
- Illegal drugs increase liability for the company, raising concerns about safety, insurance, and compliance.
- Consequences are typically more severe. Termination is likely, and criminal charges are possible.
- Unlike alcohol or cannabis (which may be legal but still prohibited at work), cocaine use triggers both policy violations AND criminal violations.

## TEACHER DISCUSSION GUIDE

### CHOOSE

5. What are the next steps for Deven?

- Deven should cooperate fully with management, in line with the policy: “Cooperating with any inquiries or procedures related to this policy.”
- Deven may need to attend a disciplinary meeting and could be terminated. If possible, he should also consider:
  - Seeking support from a counsellor or therapist.
  - Reflecting on why he chose to use a substance at work.
  - Exploring healthier ways to manage stress
  - Asking for a schedule adjustment if the workload is overwhelming.
- Deven may also benefit from the policy: “Seek assistance if they believe they may have a substance use problem that could affect their work performance or safety.”

### EVALUATE

6. What do you think Deven learned from this experience?

- Using illegal drugs, even when stressed, can create serious consequences.
- Short-term performance boosts can come with long-term harm, such as impaired judgment, mood changes, and risky behaviour.
- Substance use doesn’t stay hidden for long; coworkers notice behavioural changes quickly.
- Asking for help or communicating feeling overwhelmed is safer.
- Workplace expectations around safety and fitness for duty must be taken seriously.

7. How do you think Deven’s actions affected his employer, coworkers, customers, and himself?

- Deven put his own health, safety, and job at risk by using cocaine at work.
- Coworkers felt uncomfortable, unsafe, or stressed by his erratic behaviour and tension.
- The employer faces major liability, legal risk, and workplace disruption due to the investigation.
- Customer service and teamwork may have suffered if Deven’s distraction or irritability affected kitchen operations.
- Deven’s reputation, employment status, and long-term well-being were negatively impacted.

**TEACHER DISCUSSION GUIDE****Workplace Policy****Use the sample policy below to inform your answers:**

The following activities are strictly prohibited at all company work sites:

- Being under the influence of alcohol, cannabis, or other drugs while on duty or present at the workplace. This includes reporting to work while impaired.
- Using, possessing, distributing, selling, or manufacturing illegal drugs at any time while on company property or during work hours, including breaks and lunch periods.
- Misusing prescription or over-the-counter medications in a way that could lead to impairment at the workplace.
- Possessing open containers of alcohol or cannabis at the work site.
- Consuming alcohol, cannabis, or other illicit drugs during work hours, including breaks and lunch periods.
- Operating any motorized vehicle or equipment while impaired (whether due to alcohol, drugs, prescription medications with impairing side effects, or any other substance) is strictly prohibited in the workplace. This policy applies to all vehicles and equipment, regardless of ownership (company-owned or personal).

The responsibilities of the employee, as per the above policy, include:

- Reporting to work fit for duty and remaining so throughout their work hours.
- Being responsible for ensuring that their ability to work safely and effectively is not compromised by alcohol, cannabis, or other drugs, including medications.
- Immediately reporting any concerns about their own or a co-worker's potential impairment to their supervisor or another member of management.
- Complying with all aspects of this policy.
- Cooperating with any inquiries or procedures related to this policy.
- Seeking assistance if they believe they may have a substance use problem that could affect their work performance or safety.
- Being aware of the potential impact of prescribed and over-the-counter medications on their fitness for duty and communicating any concerns to their supervisor or HR if accommodation may be required.

Failure to comply with this policy may result in disciplinary action, up to and including termination of employment, in accordance with the company's disciplinary policy, collective agreements (if applicable), and relevant employment legislation. In cases involving potential criminal activity or legal violations, the matter may also be referred to law enforcement or other appropriate authorities.