

Student Name: _____

Using Substances at Work and School

Scenario 1: Using Substances at School

Name: Marcus**Age:** 16**Setting:** High School (During School Hours)**Substance Involved:** Alcohol (in a water bottle)

Marcus has been going through a tough time lately. Things at home have been stressful. His guardians argue a lot, and it's been affecting how he feels. His schoolwork is starting to slip, and he feels like no one really understands what he's dealing with.

To cope, Marcus started drinking alcohol on the weekends. At first, it helped him feel more relaxed. But over time, he began drinking more often, even on school nights. Recently, he started bringing a water bottle filled with vodka to school, thinking it would help him get through the day.

Since then, Marcus has been acting differently in class. He's louder than usual, sometimes slurs his words, and has trouble focusing. One day, his teacher notices something is off and talks to Marcus. The teacher smells alcohol on his breath, but Marcus denies drinking.

His guardians are called in for a meeting. During the conversation, they ask to see his water bottle and realize it contains vodka. According to school policy, Marcus receives a warning: if it happens again, he may face a suspension and will be required to participate in a drug education program.

Consider the following questions:

1. Was the response (warning and possible suspension) appropriate?

Student Name: _____

Scenario 2: Substance Use at Work**Name:** Jordan**Age:** 17**Job:** Line Cook at a Busy Restaurant**Substance Involved:** Weed (cannabis) (edible)

Jordan recently started a job at a busy local restaurant. The work environment is fast-paced, and things can get pretty intense during peak hours. A while ago, Jordan had tried a weed (cannabis) edible and found it helped them feel less stressed. So before one of their shifts, they decided to take another edible that a friend gave them, thinking it would help them stay calm and get through the night.

At first, everything seemed fine. But as the shift went on, Jordan started moving more slowly, made several mistakes with orders, and even burned a dish. Both a coworker and the manager noticed that Jordan was not acting how they normally would. When the manager spoke with Jordan, they denied anything was wrong.

Because the restaurant has a drug-free workplace policy, Jordan was required to take a drug test. When the results came back positive for cannabis, Jordan was contacted by Human Resources. They were informed that the company has a zero-tolerance policy for being under the influence while working, and as a result, Jordan was fired from their position.

Consider the following questions:

1. What is the purpose of a zero-tolerance policy in a workplace, especially one involving food service or safety?

2. What are the risks of working while under the influence of substances, even if you feel fine at first?

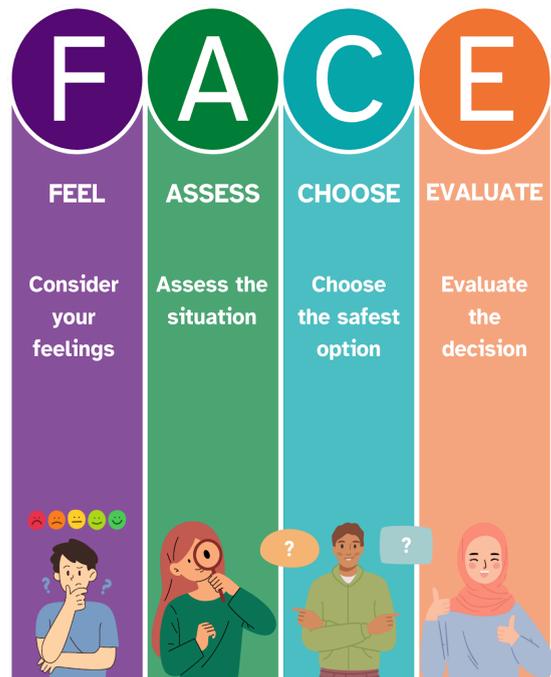
Student Name: _____

Workplace Policy FACE Scenarios

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?

Student Name: _____

Workplace Policy

Use the sample policy below to inform your answers:

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- 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.

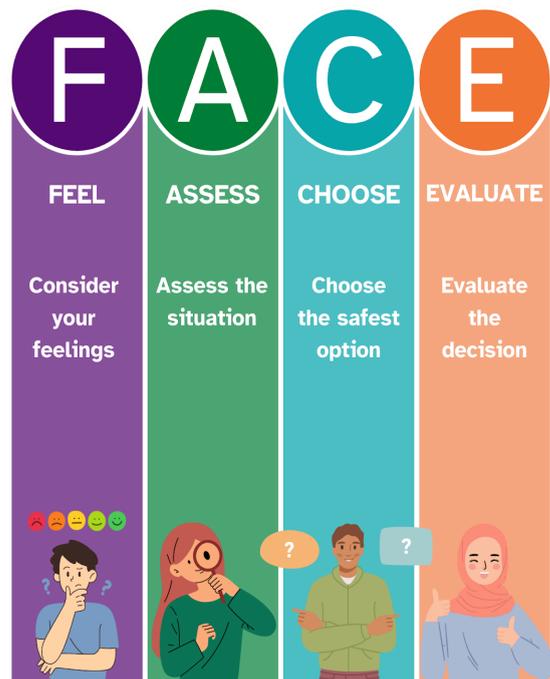
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Workplace Policy FACE Scenarios

Scenario 2: Sam

The 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?

Student Name: _____

Workplace Policy

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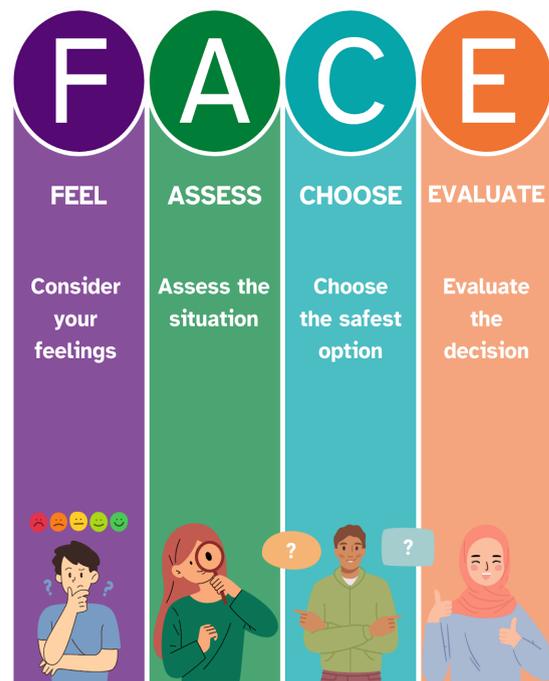
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Workplace Policy FACE Scenarios

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?

Student Name: _____

Workplace Policy

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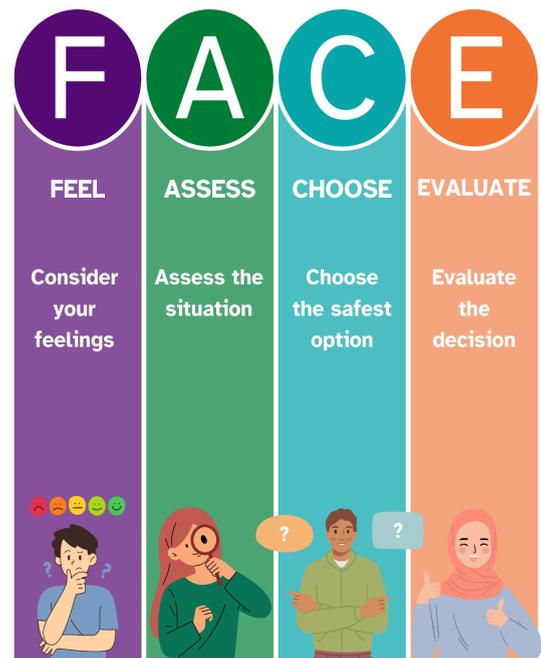
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Workplace Policy FACE Scenarios

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?

Student Name: _____

Workplace Policy

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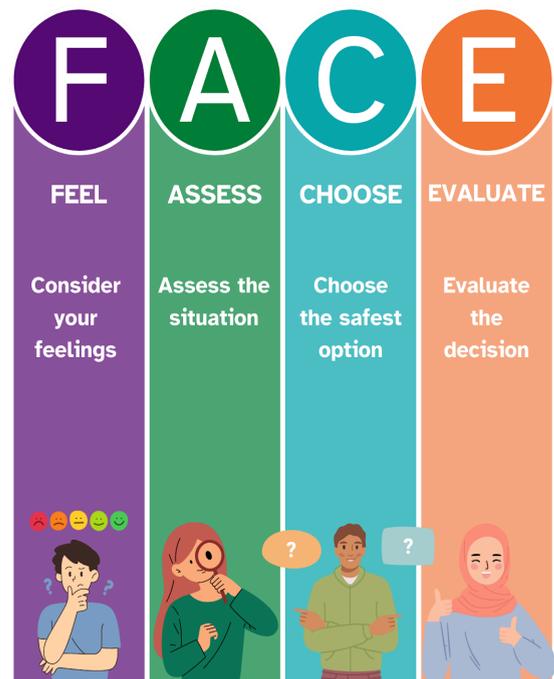
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Workplace Policy FACE Scenarios

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?

Student Name: _____

Workplace Policy

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Student Name: _____

Workplace Policy FACE Scenarios

Scenario 6: Deven Struggling to Keep Up

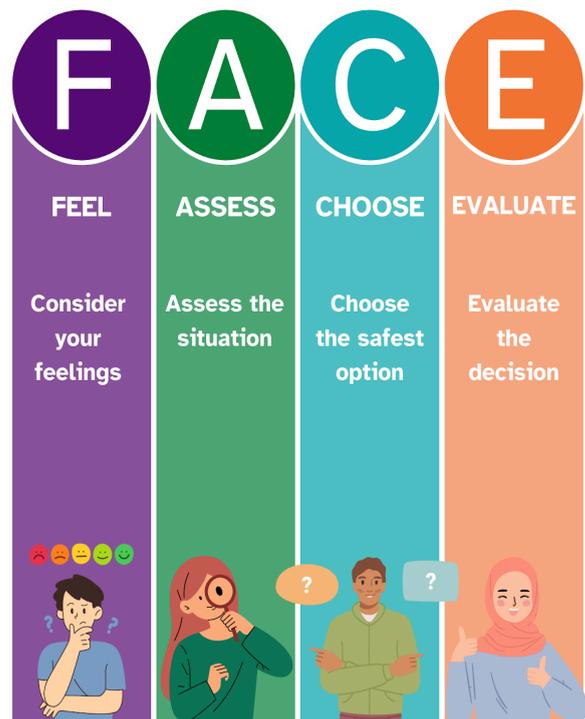
Deven is 17 years old and works as a dishwasher at a restaurant on Friday and Saturday evenings. The restaurant is busy and fast-paced and Deven often feels overwhelmed trying to keep up. One Saturday during a break, an older coworker offers him a small amount of cocaine, saying it will help him stay 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.



Student Name: _____

Workplace Policy

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Student Name: _____

Sharing and Reflection: Policy Resource



Instructions: Create a resource for youth and teens that explains why it's important to follow school and workplace substance use policies. You can choose any format that helps you get the message across in a way that's engaging and easy to understand. Some ideas include:

- A poster or infographic
- A short video, reel, or clip
- A social media post or story
- A presentation (e.g., Google Slides)
- A song
- A skit
- A poem

Make it clear, creative, and something people your age would pay attention to!

Student Name: _____

Drug Categories

Instructions: Consider each substance on the list. Decide which category or categories it belongs to, then place it in the appropriate group. Hint: Some substances may fit into more than one category.

- Alcohol
- Cocaine
- Nicotine
- Cannabis
- Caffeine
- Opioids
- Benzodiazepine

LEGAL DRUGS	ILLEGAL DRUGS
MEDICAL DRUGS	NON-MEDICAL DRUGS

HIGHSCHOOL LESSON 1

LEARNING ACTIVITY 2: DEBATE

“SHOULD OUR CITY DECRIMINALIZE ALL DRUGS?”

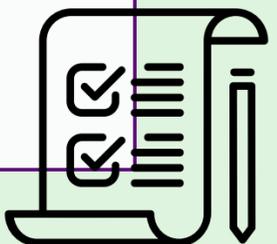


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www.DECYDE.ca

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KEY CONCEPTS

- **Legalization:** The substance becomes legal, often taxed and regulated (e.g., alcohol, cannabis).
- **Decriminalization:** Possession is still illegal, but not criminally punished (e.g., fines or referrals instead of arrest).
- **Drug Categories:**
 - **Legal & Regulated:** e.g., alcohol, tobacco, prescribed medications, nicotine.
 - **Illegal & Unregulated:** e.g., heroin, cocaine, LSD (in most places).
 - **Legal & Unregulated:** e.g., caffeine, some herbal supplements.
 - **Decriminalized** (in some countries): e.g., cannabis, psilocybin



DEBATE SCENARIO & PROPOSITION

The City of Brookdale is facing rising numbers of drug-related arrests, particularly for low-level possession of substances such as cannabis, ecstasy, and even harder drugs like heroin and methamphetamine.

A new proposal is on the table:

Decriminalize the possession of all drugs for personal use. This means that individuals caught with small amounts of drugs would not face arrest or jail time, but might be referred to counselling, education programs, or receive fines. The city would still treat drug trafficking and manufacturing as criminal offences.

Some community leaders want full legalization and regulation of some substances (like cannabis and psilocybin). Others believe decriminalization sends the wrong message or doesn't go far enough. The school board has asked high school students to join a mock policy forum to debate this issue and share their perspectives.

Debate Proposition:

“Brookdale should decriminalize the possession of all drugs for personal use.”



DEBATE ROLES

- **Pro Team:** Argues in favor of decriminalization
- **Con Team:** Argues against decriminalization
- **Panel:** Acts as City Council or Policy Review Board; asks questions and decides outcome (or helps the audience vote)
- **Audience:** Listens, takes notes, asks questions during Q&A, and votes on the most persuasive team



POTENTIAL RESOURCES

- CCSA (Canadian Centre on Substance Use and Addiction): Offers evidence-based research on drug use, decriminalization, and public health strategies.
- Canadian Drug Policy Coalition: Advocates for drug decriminalization, backed by evidence and policy reports.
- Health Canada – Substance Use: Overview of drug laws, public health policies, and harm reduction in Canada.
- Drug Policy Alliance: Provides clear breakdowns of legalization, decriminalization, regulation, and harm reduction.



DEBATE FORMAT

Segment	Time	Notes
Scenario Overview & Remind Roles	5 mins	Reintroduce topic and structure. Encourage respectful participation.
Opening Statements	2 mins/team	Each team presents a clear position statement.
Main Arguments	3-4 mins/team	Teams elaborate on points with evidence.
Rebuttals	2 mins/team	Respond directly to opposing points.
Audience/Panel Q&A	10 mins	Ask clarifying or challenging questions to both teams
Closing Statements	2 mins/team	Summarize strongest arguments; appeal to the panel/audience.
Panel Decision/Vote	5 mins	Panel announces decision or audience votes on persuasiveness.

Student Name: _____

Sharing and Reflection



Instructions: In pairs, create a fact sheet with your partner. Come up with 10 new facts that you learned from this lesson. This could include:

- New information you learned,
- Something you found interesting
- Important take-away messages

Feel free to look back at your previous worksheets and notes from this lesson to help you come up with your 10 facts. Use the space below to write them out, list them, or draw them—whatever works best for you!