



SAVE THE DATE!

The Windsor-Essex County Health Unit and the *Working Toward Wellness* Workplace Wellness Program will host the 2015 The Gord Smith Healthy Workplace & Bike Friendly Workplace Awards Breakfast.

WHEN:
Wednesday October 21, 2015

TIME:
8 a.m. to 11:30 a.m.

WHERE:
Caboto Club (Galileo/Verdi Hall)
2175 Parent Avenue, Windsor, ON

SPEAKER:
Luciana Rosu-Sieza
Interim Executive Director, BANA

JOIN US TO HONOUR

Recipients of the Gord Smith Healthy Workplace and Bike Friendly Workplace Awards. Award recipients have demonstrated outstanding leadership in providing program environments that create and support healthy lifestyles.

For more information about this event please call 519-258-2146 ext. 3100, or visit www.wechu.org.

HEALTH ISSUES

IN THE WORKPLACE

{Fall 2015}



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Challenge YOURSELF

Drink Wise

Welcome to **Drink Wise**, the first issue of the three part **Challenge Yourself** series. The goal of this series is to provide you with information, resource links, and practical tips on how to make healthy choices and take preventative actions to support your health and the health of those around you.

This *Health Issues Newsletter* focuses on helping you rethink the way you drink alcoholic beverages and better understand how this affects your health.

From a beer after the big game, to a toast at a family wedding, alcohol is ever-present in our society. In fact, since 1996, there has been a 14 percent increase in alcohol consumed by Canadians (Butt, et al., 2011). Research has also shown that people often underestimate the actual amount alcoholic beverages they drink (Stockwell, Zhao, & Macdonald, 2014). These facts are concerning, as excessive alcohol consumption has been linked to more than 200 different diseases and injuries (WHO, 2014).

Making informed decisions about your drinking habits will go a long way in helping you live a healthy life. Read on for information on the risks associated with alcohol use and the importance of following *Canada's Low-Risk Alcohol Drinking Guidelines***.

*** Please see page 4 for more information about these Guidelines.*



SINCE 1996, THERE HAS BEEN A 14 PERCENT INCREASE IN ALCOHOL CONSUMED BY CANADIANS

COMING SOON! Watch for the second instalment of the *Challenge Yourself* series to learn what preventive actions you can take to reduce the risks of various types of cancer.

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Falls Prevention MOBILE CLINIC

This FREE clinic will:

- Assess** your risk of falling.
- Educate** how to reduce your risk.
- Connect** you to community programs and health services.

COME TO A CLINIC IF YOU:

- ▶ Are 60 years of age or older.
- ▶ Have trouble getting around.
- ▶ Live alone or in assisted living.
- ▶ Have had a fall or near fall.
- ▶ Want to maintain or improve balance.
- ▶ Have a fear of falling.

For more information and to make an appointment call 1-877-301-9790.



KEEP YOUR INDEPENDENCE

Supported by: Ontario
Erie St. Clair Local Health Integration Network

LIVING WAGE PAID HERE
A CERTIFIED WINDSOR-ESSEX LIVING WAGE EMPLOYER

SHANE POTVIN, FOUNDER AND PARTNER
SPOTVIN
BUSINESS SIZE: 6 EMPLOYEES
SECTOR: SERVICE INDUSTRY

"Paying a living wage seems like the right thing to do. We run a creative business where the people we employ are very good at their craft and have spent at least three years in school. We believe that paying our staff well is just good business sense and has shown to have many benefits."

FIND OUT HOW TO BECOME A CERTIFIED LIVING WAGE EMPLOYER.
 Contact us at LivingWage@PathwayToPotential.ca | LivingWageWE.ca

UPCOMING EVENTS IN WINDSOR-ESSEX

CANADIAN MENTAL HEALTH ASSOCIATION DETROIT FREE PRESS/ TALMER BANK MARATHON

October 17 - 18, 2015

Time: Varies based on distance run

This international race is a great way to support a local organization that promotes the mental health of our community, the Canadian Mental Health Association, Windsor-Essex County Branch (CMHA-WECB). There are several distances, including full and half marathons, 5K, marathon relay, disabilities division, and kids run. Participants have the option of selecting CMHA when they register and can collect pledges in support of the organization.

Register today by visiting www.freepmarathon.com/register.

DOWNTOWN WINDSOR BUSINESS IMPROVEMENT ASSOCIATION

DOWNTOWN WINDSOR WINTER FEST
Nov. 28, 2015

Location: Ouellette Ave & Riverside Drive West, Windsor, ON

Winter Fest is the best family event of the season. It is a great event that highlights the wonder and excitement of the holidays. Admission is free and it can be a great way to kick off the holiday season with family and friends.

For more information call 519.252.5723 or visit www.downtownwindsor.ca



JDRF JDRF CANADA RIDE FOR DIABETES RESEARCH Oct. 15, 2015

Time: 11a.m. to 12:30 p.m.
Location: Devonshire Mall (Tent in SW Parking Lot)
3100 Howard Ave
Windsor, ON

This stationary bike ride is a fun, high-energy event that brings together employers and employees from across Canada. Register a team of four people. Get three friends together, raise funds...and ride! For more information email Nicole at ncozad@jdrf.ca or call 519-739-9191.

Register online at www.jdrf.ca/locations/ontario/windsor

LIFE AFTER FIFTY PROGRAM ZOMBIE CHASE WINDSOR October 10, 2015

Time: 7 p.m. to 8:30 p.m.
Location: Riverfront Trail, at Askin Street & Riverside Drive
Windsor, ON

Life After Fifty is a multi-service organization that offers opportunities for personal health and wellness to members of the community above the age of fifty. The Zombie Chase is a fun way to get active and all proceeds from the race will be donated to the Life After Fifty program. Runners are encouraged to dress up as your own version of your zombie self.

For more information visit <https://raceroster.com/events/2015/5224/zombie-chase-2015>

UNDERstanding THE INFLUENCE

It is not uncommon to hear about people using alcohol as a way to unwind and de-stress after a long day at work.

Recent research suggests that nearly 40% of Canadians drink during the work week with 66% of drinks consumed in the evenings (Boseveld, 2015). With so many people choosing to drink when they may have to report for work or other engagements the next day, it's important to know that the effects of alcohol can last a lot longer than most people believe. In fact, it's possible to still be over the legal limit of blood alcohol content (BAC) hours later, even the next morning, depending on how much alcohol you drank and when you had your last drink.

BLOOD ALCOHOL CONTENT (BAC) FACTS

As soon as you start drinking alcohol your BAC starts to rise and will continue to rise until you stop. Once you stop drinking and your liver breaks down the alcohol, your BAC will eventually start to drop. In general, it takes about 1.5 hours to remove one standard drink from your body (CAMH, 2012). This rate varies from person to person. For example, a healthy male weighing 70 kg (154 lbs), after having six standard sized** drinks with the last drink at 1 a.m., would still have a blood alcohol concentration of approximately 0.065g/100mL when he reports for work at 7 a.m. the next morning (CAMH, 2012). Driving motor vehicles at this BAC level is illegal under most provincial traffic acts.

**a 'standard' drink is any drink that contains about 13.6 grams of "pure" alcohol.

ALCOHOL AND WORK – A BAD MIX

Workplace substance misuse policies ban working under the influence of alcohol because of the increased health and safety risk that impairment creates. Excessive alcohol consumption and the multiplying effects of hangovers can result in missing work, lost wages and even possible job loss (Howland et al., 2010). It can also lead to mental health issues and strained relationships with co-workers and supervisors (CAMH, 2012).

DID YOU KNOW? Taking a shower, drinking coffee, jogging, or napping won't help you sober up faster. The only thing that does is time!

DRINK WISE

Drinking too much alcohol in the evening can have spillover effects into the next day affecting your health, safety, performance, and job security. The best way to avoid the risks associated with arriving to work impaired is to not drink alcohol at all. However, if you do choose to drink, limit your alcohol intake to no more than 2 drinks/day or 10 drinks/week for women and 3 drinks/day or 15 drinks/week for men. It's important to make sure you include more alcohol-free days in your week than days on which you consume alcohol.

WEBSITES + RESOURCES

Centre for Addiction and Mental Health:

http://www.camh.ca/en/hospital/health_information/a_z_mental_health_and_addiction_information/alcohol/Pages/alcohol.aspx

Health Canada: Alcohol

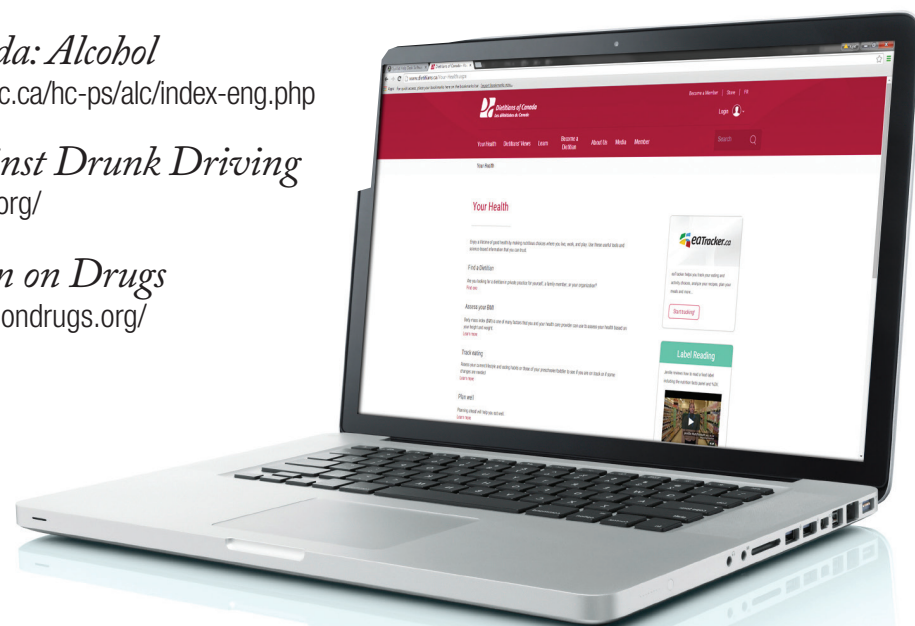
<http://www.hc-sc.gc.ca/hc-ps/alc/index-eng.php>

Mothers Against Drunk Driving

<http://www.madd.org/>

Parents Action on Drugs

<http://parentactionondrugs.org/>



WHAT ARE Canada's Low-Risk Alcohol Drinking Guidelines?

Canada's Low-Risk Alcohol Drinking Guidelines (LRADGs) are a set of recommendations to help Canadians make informed decisions about alcohol consumption. There is no level of drinking alcohol that can be guaranteed to be completely 'safe' or 'no risk'. Rather, for those who choose to drink alcohol these guidelines provide recommended limits on the amount of alcohol one should consume daily and weekly, in order to minimize the immediate and long-term risks of alcohol (e.g., alcohol-related accidents, injuries, chronic diseases).

Did you Know - If all Canadian drinkers consume alcohol within the LRADGs, it is estimated that alcohol-related deaths would be reduced by 4,600 per year approximately (Butt et al., 2011).

Choose your Numbers - Start to think about responsible drinking in a new way: 0-2-3-10-15. In other words, to have zero risk, a person must not drink any alcohol (0). For anyone of legal age who chooses to drink, the guidelines recommend no more than two standard drinks a day or 10 per

week for women. Men should have no more than three standard drinks a day or 15 per week. Everyone should plan to have more non-drinking days in their week than days on which alcohol is consumed.

Keep Special Occasions Special!

The LRADGs recognize that there are certain special occasions that may be associated with increased alcohol consumption. On these every-now-and-then occasions, women may choose to have up to three drinks on that day and men may choose up to four drinks. These instances should be considered as "special occasions" and occur infrequently. And, when these occasions do occur, remember to still stay within your weekly limits.



DON'T DRINK AT ALL

It's important to remember that there are some situations where alcohol should be avoided all together. For example, when you are:

- Planning to be pregnant
- Pregnant
- Alcohol dependent
- Responsible for the safety of others
- Driving a vehicle
- Using machinery and tools
- Taking medicine or other drugs that interact with alcohol
- Under the age of majority

If you don't drink, don't start. If you drink, don't exceed the LRADGs. The LRADGs help to promote a culture of moderation and help to reduce the many negative effects of excess alcohol consumption. For more information on Canada's LRADGs, visit <http://www.ccsa.ca/Eng/topics/alcohol/drinking-guidelines/Pages/default.aspx>



Windsor-Essex County Health Unit Services

CINOT PROGRAM

The Children in Need of Treatment (CINOT) program provides urgent dental care for children up to the age of 18 who don't have dental coverage.

FREE DENTAL SCREENING FOR INFANTS AND TODDLERS

Children should have their first dental screening by their first birthday. Screenings by a public health dental hygienist include checking for cavities, checking for healthy tooth development, and a fluoride treatment at no cost.

HEALTHY SMILES

Healthy Smiles Ontario is a no cost dental program for children 17 and under who don't have access to any dental coverage and who meet the program's eligibility requirements. For more information on dental services call 519-258-2146 ext. 1199 or go to www.wechu.org/dental-health

FAMILY HEALTH HOTLINE

A public health nurse is available to provide information and telephone counselling on a wide variety of topics (e.g., parenting, infant care, pregnancy, community resources). Hours of operation are from **Monday to Friday 8:30 a.m. to 4:30 p.m.** Call 519-258-2146 ext. 1350.

BREASTFEEDING SUPPORT

If you're breastfeeding your baby and have questions, call the Family Health Hotline at 519-258-2146 ext. 1350. If further assistance is needed, you can make an appointment to visit a public health nurse at a breastfeeding clinic in the city or county.

BREASTFEEDING APP WYNI

When You Need It: Breastfeeding Information. A new breastfeeding app is available for Android and iPhone phones. Get answers to breastfeeding questions, track feedings, wet and dirty diapers, and baby's height and weight. WYNI is filled with colourful pictures, helpful diagrams, and videos that provide support for breastfeeding moms and babies. **Free at Google Play and the App Store.**



THE RULES OF THE ROAD ARE CHANGING TO KEEP YOU SAFE

Here's what's effective on **September 1, 2015**

Find out more at: ontario.ca/transportation

DISTRACTED DRIVING

Higher fines* of \$490 and 3 demerit points upon conviction



3
DEMERIT POINTS

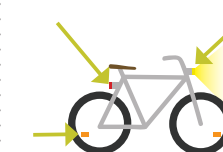
Minimum 30-day licence suspension for novice drivers upon conviction

30
DAYS



CYCLISTS

Drivers need to keep a one-metre distance when passing cyclists



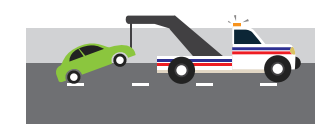
Higher fines* of \$110 for cyclists who do not have proper lights and reflectors

Higher fines* of \$365 and 3 demerit points for opening a door into passing cyclists and traffic



TOW TRUCKS

Drivers must slow down and move over when approaching tow trucks with amber lights flashing on the roadside



*Includes victim fine surcharge and court fee.



THINK BEFORE YOU **DRINK & DRIVE**

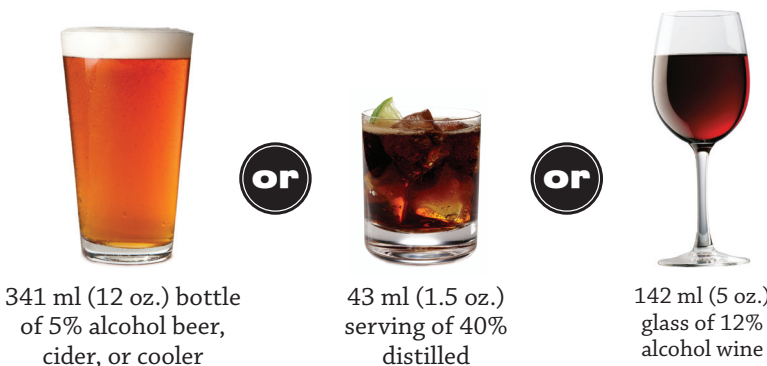
Drinking and driving is not only illegal, it is also socially unacceptable. Despite the many warnings and dangers, hundreds of Canadians are killed every year due to crashes related to impaired driving. In fact, every day approximately four Canadians are killed and 175 are injured due to drinking and driving (MADD Canada, 2013). The majority (68%) of those involved in these crashes are males between the ages of 18 and 35. Knowing your limits and refraining from drinking and driving can save your life, and the lives of others.

BLOOD ALCOHOL CONTENT

The current maximum legal blood alcohol content (BAC) in Canada is 0.08 (80 milligrams of alcohol in 100 millilitres of blood), although many provinces have their own laws with lower maximum BAC levels. In addition, many provinces and territories have set a BAC of 0.00 for drivers under the legal drinking age. Penalties are severe for those who choose to drink and drive. If you test over the legal limit, you may be charged a fine between \$1000 and \$2000, and could serve up to three years in prison for your first offence. Additional offences bring even stricter penalties. For example, a first-time offence of drinking and driving causing bodily harm can carry up to 10 years in prison, while causing death could lead to a lifetime sentence (Department of Justice, 2015).

The best method to ensure your BAC is below the legal limit is to abstain from alcohol completely. If you do choose to drink, it is important to remember that it will take about one and a half hours for one standard drink to leave your system (Centre for Addiction and Mental Health, 2012).

ONE STANDARD DRINK MEANS:



341 ml (12 oz.) bottle of 5% alcohol beer, cider, or cooler

43 ml (1.5 oz.) serving of 40% distilled

142 ml (5 oz.) glass of 12% alcohol wine

IF YOU PLAN TO DRINK HAVE A PLAN TO GET HOME SAFELY

- Make your transportation plans prior to beginning to drink.
- Take turns with friends being a designated driver.
- Keep the phone number of a taxi company with you so you will have quick access when it's time to go home.
- Ask a friend if you can stay over instead of traveling home.

DID YOU KNOW?

Impaired driving is an offense under Canada's Criminal Code, yet, over the last ten years, drinking and driving rates have remained stable. Driving while under the influence is preventable and refusing to get behind the wheel after drinking is the only way to ensure you keep yourself and others safe.



THE **HIGH COST** of ALCOHOL

Alcohol is part of our society – for better or for worse. It is a legal, regulated product in Canada and it is the most commonly used of all substances.

Alcohol is consumed by over

75% *of Canadian adults and in most cases is used occasionally and in moderation.*

Unfortunately for others, alcohol misuse is a major risk factor for many health and social conditions. Even small amounts of alcohol increase the risk for certain types of cancers, while moderate consumption of alcohol can lead to impairment, injuries, and violence (Canadian Centre on Substance Abuse [CCSA], 2014).

The estimated cost associated with alcohol-related harm to Canadians is \$14.6 billion per year. This cost is made up in part of lost productivity due to disability and early death, health care costs, and direct law enforcement costs (Rehm, et al., 2006).

DID YOU KNOW?

- After high blood pressure and smoking, alcohol use is the third leading cause of the global burden of disease and injury (Centre for Addiction & Mental Health, 2013).
- In 2011, alcohol represented more than half (56%) of all hospital in-patient visits that were related to substance abuse.
- For many years, driving impaired (by alcohol) has been the most common criminal offence in Canada (CCSA, 2014).

WE ALL PLAY A PART IN REDUCING HARM CAUSED BY ALCOHOL USE.

As an individual you can ensure that you and those you influence know and follow *Canada's Low-Risk Alcohol Drinking Guidelines* (LRADGs).

As a host when alcohol is served, ensure that your guests are not over served, have non-alcoholic beverage options, and that guests who drink alcohol don't drive a motor vehicle.

As a parent you should talk to your children and teens about the potential harms related to drinking and set an example by being responsible about your own use of alcohol. You can even have a family alcohol policy which can help outline the rules related to alcohol use and the consequences of not following them.

As an employer you have the opportunity and responsibility to support employees in making healthy decisions around alcohol use. Hosting information sessions about the negative effects of alcohol use, having a well-communicated, comprehensive workplace alcohol policy in place, and providing access to an employee assistance program are great ways for an employer to support safe and responsible

Given the high prevalence of alcohol use in our society and the risk of harm associated with it, we all should do our part to manage alcohol consumption and use at home, work, and in other community settings.

Well-designed programs and policies can reduce alcohol-related harms in our population – even for the most at-risk drinkers (Giesbrecht, et al., 2013).



WHEN DOES DRINKING **ALCOHOL** BECOME A PROBLEM?



CULTURAL AND SOCIETAL IMPLICATIONS OF ALCOHOL USE IN CANADA

Given the nature of our multicultural society, viewpoints on alcohol use are quite variable. Some cultures view alcohol as an important part of social norms, customs, rituals, and traditions. In these cultures, alcohol is viewed as a part of being social, having fun, and enjoying friends. They think that alcohol makes socializing easier and use it as a way to unwind or celebrate milestones with family and friends. However, other cultures avoid alcohol completely. In some situations, there can be serious social or legal consequences for drinking alcohol, due to laws, regulations or cultural and religious norms. For example, alcohol use for most Muslims, Hindus, Buddhists, Sikhs, Baptists, and Mormons is not permitted as they view offering or drinking alcohol to be disrespectful (WHO, 2014). Understanding different views is important since according to Statistics Canada, in 2011 over two million people reported being a part of the Muslim, Hindu, Sikh and Buddhist religions in Canada.

SOCIAL NORMS, VALUES, AND TRADITIONS

We are typically influenced by the behavior of those we spend time with, so if they don't drink alcohol, drink in moderation, or drink excessively, we are more likely to adopt that pattern too (Lee & Kotler, 2011). In many cultures, it is acceptable to offer alcohol to help celebrate important milestones such as christenings, coming-of-age, graduation ceremonies, engagement, weddings, and anniversaries. While many believe that drinking alcohol is the societal norm, the reality is that Canada is a diverse population and approximately 10.3% of Canadians of legal drinking age choose not to drink (Health Canada, 2011). This is something to keep in mind if you are thinking of including alcohol as a part of an event (e.g., offering alcohol, giving out alcohol as door prizes) as this may offend some people and make others feel uncomfortable.

Some Canadians choose not to consume alcohol at all. Having a wide variety of beverages that don't contain alcohol available, can help make everyone feel comfortable and welcome at an event.

HOW TO BE AN INCLUSIVE EVENT HOST

You should plan to host an event that is inclusive of people who choose not to drink alcohol. Here are some strategies on how you can make your guests feel included as part of any celebration.

- Do not focus on alcohol in the invitation or promotion of the event.
- Offer a wide selection of non-alcoholic drinks.
- Be respectful of an individual's decision to not drink.
- Choose not to use alcohol to recognize individuals or accomplishments.
- Make sure that there are pitchers of water on tables so that when raising a glass for a toast everyone is able to participate. This is also a great way to support folks who choose to drink alcohol, to do so responsibly.

Alcohol use has been on the rise in Canada since 1996. Approximately 20% of those who do drink exceed *Canada's Low-Risk Alcohol Drinking Guidelines (LRADGs)* (Giesbrecht, Wettlaufer, April, et. al 2013). While drinking any alcohol at all can have a negative impact on our health, those who exceed the LRADGs' daily or weekly limits, put themselves at an even greater risk for long-term health problems such as liver disease, high blood pressure, stroke, heart disease, certain types of cancer (i.e., breast cancer), and alcohol dependency (alcoholism). In addition to the potential negative health effects, drinking alcohol can become a problem when it begins to interfere with our interpersonal relationships, our ability to work, our finances, or leads to physical or verbal aggression toward others.

HOW DO I KNOW IF I HAVE A DRINKING PROBLEM?

Problem drinking affects individuals differently but when drinking alcohol starts to interfere with daily life, a drinking problem could be developing. There are many different signs and symptoms that can indicate a problem. Signs of an issue might include: drinking alone, drinking alcohol for stress relief, and/or people commenting that you seem to be drinking a lot. Symptoms might include: blackouts, mood swings, depression and/or anxiety, insomnia, chronic fatigue, and memory loss (CAMH, 2015). If you suspect you or someone you care about has a drinking problem, speak to a healthcare provider as soon as possible. Substance misuse professionals are also available through the provincial Drug and Alcohol Helpline (www.drugandalcoholhelpline.ca) or, if available, your workplace Employee and Family Assistance Program (EFAP).

DRINKING ON SPECIAL OCCASIONS

Although someone might not drink alcohol every day or every week, they may binge drink during special occasions (i.e., > 4 drinks for women and > 5 for men at one occasion). Over time, special occasions may become more frequent and a pattern of heavy drinking could develop. The LRADG's suggests only three drinks for women and four for men during special occasions in order to reduce the risk of problem drinking. These special occasions should be infrequent and when they occur, alcohol intake during the rest of the week should be reduced to ensure that individuals stay within the recommended weekly limits.



DO YOU THINK THAT YOU, OR SOMEONE YOU CARE ABOUT HAS A DRINKING PROBLEM?

Complete the Centre for Addiction and Mental Health's *Check Your Drinking* Survey – an online screening tool at http://www.alcoholhelpcenter.net/cyd/CYDScreenerP1_0.aspx

To help everyone feel respected and included take the focus off alcohol at events that you help plan, organize or host.