# Drug and Alcohol Policy

Credit: This specific policy comes from the ‘Operational Health and Safety Manual’ provided in full in the XXX section by the Ha-ma-yas Stewardship Society.

It is \_\_\_\_\_\_\_\_\_\_\_\_\_\_ goal to provide a safe, healthy and drug‐free workplace.

To achieve this goal, employees are required to report to work in appropriate mental and physical condition in order to perform their jobs safely and efficiently.

While on paid time, which includes; working, conducting business‐related activities on behalf of the First Nation (away from the premises) and working hours in camp, no employee, subcontractor, or anyone under \_\_\_\_\_\_\_\_\_\_\_\_\_\_ supervision, may use, possess, distribute, sell, or be under the influence of alcohol or illegal drugs. The legal use of prescription drugs is permitted on the job, provided it does not impair an employee’s ability to perform the essential functions of the job effectively and in a manner that does not endanger the individual or other individuals in the workplace. Use of prescription medications that have possible side effects that could endanger a worker or others must be reported in confidence to the supervisor.

Employees under the influence of alcohol, illegal or banned substances during work hours are committing an act of gross misconduct and will be subject to discipline (under Corrective action/Discipline Policy) – potentially resulting in suspension or termination. There is no safe level of illegal drug or alcohol consumption when working. **This is zero tolerance in this policy.** It is critical to understand that drugs and alcohol impair our judgment and put everyone we are working with in an unsafe position.

It is never acceptable to subject yourself or your coworkers to dangerous behavior as a result of being under the influence of drugs or alcohol. Such violations may also have legal consequences.

WorkSafeBC’s definition of, “in the course of employment”, includes an employee’s unpaid, “non‐working hours” while staying in an employer’s paid for or provided accommodations.

Examples of accommodations include; hotels, apartments, boats, camps, float camps, cabins, trailers, etc. Due to this, it is required that all employees’ actions outside of “official” paid working hours while staying in First Nation provided accommodations to consistently be at an appropriate standard of conduct.

Appropriate conduct includes, exercising good judgment and not engaging in behavior that is deemed improper or reduces the integrity or professionalism of the First Nation. Any conduct that is deemed inappropriate or may impact the reputation of the band, may be subject to discipline or termination with cause. This is particularly true if the employee’s conduct is contrary to a stated policy.

The abuse of alcohol or drugs has a dramatic impact on professional and family life. We encourage all employees who may be experiencing difficulty with drugs or alcohol to seek help. Employees with drug or alcohol problems that have not resulted in, and are not the immediate subject of disciplinary action, may be able to participate in a rehabilitation program.

If you, or anyone you know, may need help – we strongly encourage you to contact your supervisor, manager or Chief and Council personnel or consultant.

The band does not engage in pre‐employment or random drug or alcohol screening; however, drug and alcohol testing may be required under the following circumstances;

* When it is required by law for certain licenses and certificates,
* Post‐accident (incident), where recordable losses have occurred or where there is suspicion that drug or alcohol may have been a factor, or
* Where there is evidence of drug or alcohol use contrary to this policy, or
* Where an employee’s acknowledged substance abuse has led to a “conditional reinstatement” agreement or “last chance” agreement, which includes post rehabilitation monitoring.