



Policy Type:	500 Health and Welfare
Policy Title:	06 Alcohol and Drug Policy
Authority:	
Resolution 201-13	

The Rural Municipality of Beaver River No. 622 is committed to the health and safety of its employees and the public at large. The RM of Beaver River No. 622 accepts the responsibility to provide its employees with a safe, healthy, and productive work environment. Employees have the responsibility to report to work capable of performing their tasks productively and safely. The use of illegal drugs, improper use of prescription medication and the use of alcohol can have serious adverse effects on safety.

Purpose

The purpose of this policy is to establish the RM of Beaver River No. 622's expectations for appropriate behaviour, the consequences for non-compliance, and to provide consistent guidelines for all employees.

Definitions

"Under the influence" of drugs, including prescription drugs, alcohol, or any controlled substance for the purpose of this policy is defined as the use of one or more of these substances to an extent that an employee is:

- Unable to perform in a productive manner;
- In a physical or mental condition that creates a risk to the safety and well-being of an individual, other employees, the property of the RM of Beaver River No. 622, or any member of the public;
- Displaying signs or symptoms of substance abuse such as the smell of alcohol on breath, slurred speech, and atypical behaviour.

Drugs and Alcohol

While on the RM of Beaver River No. 622's premises and/or while conducting RM related activities off its premises, no employee may use, possess, distribute, sell, or be under the influence of illegal drugs. This includes meal periods and breaks.

The legal use of prescribed drugs is permitted at work only if it does not impair the employee's ability to perform their work effectively and in a safe manner. Employees are required to disclose to their supervisor the use of prescription drugs which may affect their work performance or the safe execution of their duties. The RM is committed to accommodating an employee's necessary use of prescription drugs.

Non-compliance of this policy by any employee or contractor will be treated as a serious violation and cause for discipline or termination of employment or contract.