

MEDICINE HAT PUBLIC SCHOOL DISTRICT NO. 76

EMPLOYEE DRUG AND ALCOHOL USE

BACKGROUND

Medicine Hat Public School Division is committed to providing employees with a safe and healthy work environment and as a result a safe and healthy learning environment for students.

POLICY

All employees are expected to support and contribute to a safe and healthy work environment, to be fit for duty when reporting to work and remain fit for duty while at work.

GUIDELINES

Employees shall not be impaired by alcohol, illegal drugs, prescription or non-prescription drugs while performing their duties in the workplace during work hours or on a school sanctioned activity.

Employees shall not, in violation of Division policy, the criminal code or legislation, possess, use distribute alcohol, recreational cannabis or illegal drugs or related paraphernalia while on duty, on school sites or attending school activities.

The Division will provide support to employees who voluntarily and confidentially seek treatment for alcohol or drug abuse or addiction.

Approved:
October 9, 2018

REFERENCES

595 P 001 Employee Drug and Alcohol Use

Policy 825 Use of Tobacco, Recreational Cannabis and Smoking Materials

825 P 001 Use of Tobacco, Recreational Cannabis and Smoking Materials