

# Barriere First Responders

## Alcohol and Drugs Policy

- Purpose: To ensure BAFRS volunteers do not engage in First Responder business while under the influence of alcohol and/or drugs.
- Scope: This policy applies to all individuals who join the Barriere First Responders Society.
- Policy:
- 1.1 Barriere First Responders will not engage in any business while under the influence of alcohol, legal or illegal drugs, prescribed or non-prescribed medication that has been identified to impair or affect an individual.
  - 1.2 Alcohol and drugs are prohibited by BAFRS members 24 hours prior to any first responder business. Exception see section 2.1.
  - 1.3 Attending any business under the influence of alcohol or drugs is a very serious and dangerous situation and will result in disciplinary action being taken.
  - 1.4 The BAFRS senior member will immediately remove a BAFRS volunteer if they arrive at an exercise, training, callout while under the influence of alcohol or drugs.
  - 1.5 The determination by a senior member that a BAFRS member's ability to safely and effectively perform a duty may be compromised due to alcohol and drug consumption. Based on the following observation, the senior member may deem the individual unfit for duty:
    - The odour of cannabis and/or alcohol
    - Glassy or red eyes
    - Unusual talkativeness

- Slow reaction
- Inattention
- Lethargy
- Abnormal or unexpected behaviours
- Unsteady gait; and
- Poor coordination

1.6 Any members found to be under the influence during BAFRS business will be immediately suspended. The Board of Directors will discuss further disciplinary actions which could result in dismissal. The Board of Directors decision will be final.

Exception: 2.1 Members who can provide a medical document signed by a physician for medical marijuana may perform some BAFRS business 12 hours after consumption.

Exception see section 2.2.

2.2 Medical marijuana users cannot operate any BAFRS owned vehicle less than 24 hours after consumption.

2.3 Any BAFRS member driving under the influence of alcohol and/or drugs will be subject to investigation by the RCMP. This will pertain to any motor vehicle; personal or any BAFRS owned vehicle.

Refer to Driving Policy, Section 1.6