
SUBSTANCE ABUSE

Background

The District is committed to providing a safe, healthy, and productive working and learning environment where students, employees, and other members of the school community are protected from the adverse effects of impairing substances.

All employees are expected to perform their work safely, competently, and efficiently, without limitation from the use or after-effects of impairing substances.

This Administrative Procedure is designed to prevent and address impairing substance use at work.

Definitions

Fit for Duty An employee's ability to perform their job duties with efficiency, competency, and in a safe manner as compared to established or generally accepted performance standards.

Impairing Substance(s) Any substance that is ingested, consumed, or otherwise taken, that changes or negatively affects the way a person thinks, feels, or acts. Impairing substances may affect an employee's ability to perform their job safely or productively. The definition of impairing substances includes, but is not limited to alcohol, cannabis, illicit drugs, and medications with impairing effects.

Work Any task performed for or on behalf of the District or where the employee is seen as acting as a representative of the District, including (but not limited to) student field trips or when an employee has contact with students.

Workplace School property (including within a prescribed distance), any location, vehicle, or equipment owned, leased, licensed, operated, or otherwise controlled by the District, or any other place at or from which an employee works in the course of their duties (including a personal vehicle). This includes any circumstance where an employee is in the vicinity of students, is responsible for the supervision of students, or could be seen as acting as a representative of the District, and where an employee telecommutes or works from home.

Procedures

1. District employees are in positions of trust. This Administrative Procedure establishes expectation for behaviour in relation to the use of impairing substances that could impact an employee's ability to perform their work duties safely, competently, and efficiently, consistent with their position of trust.

2. This includes the District's requirements regarding employee:
 - 2.1. Fitness for duty.
 - 2.2. Use of impairing substance(s).
 - 2.3. Disclosure of impairing substance(s) use.
3. It is the intent of the Administrative Procedure that the dignity and privacy of individuals are respected. Treatment, accommodation, and the successful recovery of employees who have a substance use disorder are prioritized in the Procedure.
4. Scope
 - 4.1. This Administrative Procedure applies to all employees. Contractors engaged by the District are expected to have an equivalent policy in place prior to attending on or in school property. Administrative Procedures with respect to student use of impairing substances are set out in **Administrative Procedure 162 – Smoking in District Facilities and on District Grounds** and **Administrative Procedure 356 – Drugs and Alcohol**.
5. Compliance
 - 5.1. Non-compliance with this Administrative Procedure may result in appropriate disciplinary measures, up to and including dismissal.
6. Application
 - 6.1. Subject only to an exception required by human rights law, the District does not permit the use of impairing substances at work or in the workplace.
 - 6.2. The District does not permit the possession, use, distribution, or sale of illicit drugs, at work or in the workplace.
 - 6.3. Anyone who is reasonably suspected of not being for duty by their supervisor, will be required to leave work and will be provided with safe transportation home or to required medical attention.
 - 6.4. The District recognizes employees' human rights and will support employees who struggle with responsible use of impairing substances, or who have a substance use disorder, by assisting with access as appropriate to programs, services, benefits, or work accommodation as per human rights law.
 - 6.5. The District complies with all applicable health and safety, human rights, and privacy legislation.
 - 6.6. Education on the risks of impairing substance use and abuse and the influence that such use and abuse have on job performance and health and safety will be made available to all employees.

7. Responsibilities

7.1. Employees must:

- 7.1.1. Be fit for duty at work or in the workplace.
- 7.1.2. Ensure that their ability to perform their job duties is not negatively affected by the use or after-effects of impairing substances.
- 7.1.3. Consult with their physician and/or pharmacist to determine if their use of any impairing substance may affect their fitness for duty or the safety of any person at work or in the workplace.
- 7.1.4. Advise their Supervisor or Manager if they are taking or have taken an impairing substance that may negatively impact their fitness for duty or the safety of any person at work or in the workplace.
- 7.1.5. If an employee is working on-call, they must remain fit for duty or decline the call-in for work.
- 7.1.6. Employees who need a valid driver's license in the performance of their duties must immediately inform their Supervisor or Manager if their driving privileges are lost, revoked, or suspended due to impaired driving, including but not limited to a charge, suspension, or conviction while on or off duty or in the employee's personal vehicle.

7.2. Administrators and Supervisors shall:

- 7.2.1. Communicate with employees about the need to maintain a workplace free from impairing substance use, including answering questions about this Procedure.
- 7.2.2. With the assistance of identified District staff/human resources, proactively identify, and manage performance issues related to impairing substance use or substance use disorder.
- 7.2.3. Foster a workplace culture that encourages employees to self-disclose any conditions or concerns, including impairing substance use or substance use disorder that might impair their job performance or compromise workplace health and safety.
- 7.2.4. Record relevant information about any incident of suspected impairment and report it without delay to their Supervisor.
- 7.2.5. Address any situation, including prohibiting operation of a motor vehicle, where an employee is reasonably suspected by their supervisor of not being fit for duty.

8. Additional Resources

- 8.1. Employees and their dependents may seek free and confidential assistance from the Employee and Family Assistance Program (EFAP). All voluntary referrals to the EFAP are confidential.

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- 8.2. Employees are also encouraged to seek assistance from their immediate supervisor, identified District staff/human resources, the BCTF Health and Wellness Program (teachers) or the Joint Early Intervention Services program (support staff).

Reference: Sections 15, 17, 20, 22, 65, 85 *School Act*
Occupational Health and Safety Regulation
Workers Compensation Act
Controlled Drugs and Substances Act
Cannabis Control and Licensing Act
Tobacco and Vapour Products Control Act
Human Rights Code
Cannabis Act
Criminal Code of Canada

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