

DRUG AND/OR ALCOHOL FREE WORKPLACE

Policy Statement:

As the Burlington Fire Protection District recognizes drug and/or alcohol use by members could be a threat to the public welfare and the safety of district members, it is committed to the preservation of a drug and/or alcohol free workplace.

The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited. Likewise, there shall be no alcohol, consumption or use of unauthorized drugs during working hours, nor on district premises for all personnel, or while any individual is responding to a call or attending fire department activities. It is impermissible for any on-duty personnel to be under the influence of alcohol, unauthorized drugs, or legally controlled substances which detrimentally affect their judgment or their ability to perform their duties in any way. Reasonable and prudent use of prescription drugs (as directed by a physician) and/or “over the counter” drugs is not a violation of this policy, as long as such use does not affect the individual’s ability to perform the duties of the job.

Personnel may be subject to random medical testing involving urine or blood analysis or other similar or related tests for the purposes of deterring and discovering possible drug or alcohol abuse. Additionally, if objective evidence exists establishing reasonable suspicion to believe a member’s work performance is impaired due to drug or alcohol abuse, the district may require the individual to undergo a medical test consistent with the conditions as set forth in the Drug and Alcohol Free Workplace – Compliance and Enforcement Program policy.

Procedure:

Refer to the Drug and Alcohol Free Workplace – Compliance and Enforcement Program policy immediately following this policy.