

Policy Area: Health and Safety	Number: 4.3
Title of Policy: Intoxication	Approved by: Adrienne Sabourin
Effective Date: 2012	
Approved Date: 2012	
Revision Date: March 22, 2019	

1. Rationale or background to policy:

This policy is in place to set clear guidelines to employees/contractors supporting CPLF individuals with regards to the consumption of alcohol or drugs.

2. Policy Statement:

Calgary Progressive Lifestyles Foundation has a zero tolerance policy for intoxication from alcohol or drugs for employees and/contractors while providing direct support and services to our individuals.

3. Procedures:

Calgary Progressive Lifestyles Foundation has a zero tolerance policy for intoxication from alcohol or drugs for employees and/or Contractors while providing direct support and services to our individuals. If an employee or Contractor is under the influence of alcohol or drugs while providing direct support services to a CPLF individual disciplinary action will be taken and result in an immediate termination of employment and/or Agreement.

Calgary Progressive Lifestyles Foundation allows for the moderate consumption of alcohol in the home as a part of a celebration and/or cultural tradition: however, when providing direct support services to a CPLF individual, Contractors will not engage in behavior that would lead to the Contractor to become intoxicated or to having a blood alcohol content that would exceed the limit as set out in Alberta's Impaired Driving Legislation. (Bill 26)

Calgary Progressive Lifestyles Foundation has a zero tolerance policy for the consumption of any alcohol or drugs while operating a motor vehicle and transporting our individuals during the provision of supports and services.

Monitoring:

The above policy is communicated in the following ways.

Employees and Contractors will be informed of this policy during the Agency Orientation.

The policy is shared with all Residential/Respite Contractors providing support on CPLF's behalf.

The Residential/Respite Agreement will include a reference to the above policy.

CPLF monitors Support Homes and Respite Homes for any indication that alcohol and/or drug use is present in the following ways:

During home visits and/or team meetings

From employee and/or guardians reports

Any complaint from an individual