

# Intoxication Policy

## 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:

CPLF promotes an intoxication policy that centers on concern for the health and safety of staff, community, and the individuals' receiving supports.

## 3. Procedures: Guidance in support of day-to-day decisions

Responsible, professional, business-like behavior is expected of all employees at all times. Inappropriate, unprofessional behavior associated with intoxicating substance consumption will subject staff to corrective action, up to and including termination.

No voluntarily intoxicated person, whether using substances legally or illegally, shall engage in conduct that presents or creates a condition they should know is likely to present a risk of physical harm to another person, to the property of another, or to themselves.

Impairment can have many causes, but the most common substance-related causes of impairment in the workplace are:

- The use of alcohol or legal drugs (which includes cannabis as of October 17, 2018)
- The use of illegal drugs
- The use of prescription drugs to treat medical conditions
- The use of over-the-counter medications

## **Effects in the workplace from substance-use impairment**

Impairment from substance use can cause physical and behavioural changes that affect a person's ability to work safely. These changes can include:

- Impaired judgment, perception, and decision making
- Decreased motor co-ordination, reaction time, and sensory perception
- Psychological or stress-related effects, such as mood swings or personality changes

## **Responsibilities for Managing Impairment**

CPLF employees must tell their supervisor if their ability to safely perform assigned work is impaired for any reason. If the employee has a physical or mental impairment, they must not do work if the impairment may create a risk to self, property, individual or the public.

CPLF must not assign impaired workers to activities where impairment may create an undue risk. CPLF will not permit employees to remain at the workplace while their ability to work safely is affected by alcohol, a drug, or another substance or condition.

If a CPLF staff is under the influence of alcohol or drugs while providing direct support services to a CPLF individual, disciplinary action will be taken and may result in immediate termination.

CPLF 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)

**Monitoring:** The above policy is communicated in the following ways:

- Employees and Contractors will be informed of this policy during the CPLF Orientation.
- The Residential/Respite Agreements will include a reference to this 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 staff and/or guardians reports
  - Any complaint from an individual