

ALCOHOL AND DRUG FREE WORKPLACE

The River East Transcona School Division recognizes that, to enhance the welfare of its employees and students, a workplace free of alcohol, cannabis and other drugs (controlled substances) must be maintained.

The manufacturing, distribution, possession or use of alcohol or a controlled substance is prohibited while on duty or at the workplace. Prescribed or over-the-counter substances that are a requirement of a medical intervention, are being used according to the medical directions and do not result in impairment are exempt from this policy. Appearing at work while under the influence or impairment of alcohol or drugs will result in the request to leave the workplace.

Violation of this policy shall result in appropriate action which may include but is not limited to participation in a drug or alcohol rehabilitation program or disciplinary action such as immediate suspension and/or dismissal.

For the purposes of this policy the workplace is defined as any school/division premises, any school/division-owned vehicle, any other vehicle approved to transport students to and from school or school activities, off school property during any school-sponsored or school-approved activity, event or function, such as a field trip or athletic event, or anywhere where students are under the jurisdiction of employees of the division.

Effective Date:	April 17, 2007	Review Date: March 13, 2018
Amended Date:	November 20, 2018	
Board Motion(s):	137/07; 247/18	
Legal/Cross Reference:		
