



## **REGISTER OF OFFICIAL DOCUMENTS**

### **Policy Concerning Tobacco, Drugs and Alcohol**

**Category and code:** P- 6.09

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**Operator and Storage Site:** Legal Department

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**4.2 Alcohol:** Any beverage containing alcohol.

**4.3 Drug:** Any substance, including cannabis and pharmaceutical drugs, that may alter the way a person thinks, perceives or acts and that may consequently reduce their ability to function normally.

Pharmaceutical drugs, referred to as medication in the present Policy, are chemical substances used to prevent, cure or improve the symptoms of an illness or medical condition. Prescribed medication is destined for a specific individual and is to be taken in accordance with the prescription while over-the-counter medication can be purchased without a prescription and has a recommended dosage.

**4.4 Employee:** Any person remunerated for working for the School Board,







## **7. TESTING AND SEARCHES**

- 7.1 Should the School Board have reasonable grounds to believe that an employee is under the influence of drugs or alcohol, or has misused medication or alcohol, it could immediately require the employee to undergo a drug test.
- 7.2 The School Board may also ask an employee involved in an incident or accident to undergo a drug test if it has reasonable grounds to believe that drug (including medication) or alcohol use or misuse (unauthorized or abusive consumption) could have caused this event or been a contributing factor.
- 7.3 When the employee has been absent from work for reasons related to drug (including medication) or alcohol use or misuse, the School Board may ask them to undergo a drug test before returning to work to make sure they are fit for work. The processes outlined in the respective collective agreements shall apply.
- 7.4 When the employee has been absent from work for reasons related to drug (including medication) or alcohol use or misuse, the School Board may also ask them to undergo random drug tests after their return to work to make sure they are fit for work and have remained sober or request testing as part of a return-to-work plan in accordance with a specific agreement to this effect or in accordance with the terms and conditions determined by the School Board.
- 7.5 Drug or alcohol testing is conducted by independent health professionals or trained professionals in accordance with applicable medical and regulatory standards. In addition, such tests should be performed

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## **8. EXCEPTIONS**

### ALCOHOL CONSUMPTION

8.1 When alcohol is present at a social, cultural, sports, promotional or fundraising event organized by the School Board (Head Office or Schools/Centres) or in which the School Board participates, the following rules must be strictly observed:

8.1.1 Attendance at the event must be authorized beforehand.

8.1.2 Alcohol may not be served to minors.

8.1.3 Minors who are not with a parent or a responsible adult may not be admitted to the event, unless their presence is specifically required.

8.1.4 Alcohol service must be provided by persons over the age of majority who are not students of the School Board.

8.1.5 The laws and regulations in effect must be respected when serving alcohol.

8.2 Despite the foregoing, alcohol consumption is strictly prohibited for employees, volunteers or any other person responsible for supervising students or who must drive a vehicle while performing their duties. Also refer to the LBPSB Safe and Caring Schools Policy and the Extra-Curricular Activities and Field Trip Policy.

8.3 Considering the School Board's mission, employees who organize, participate in or attend such events must constantly keep in mind the image they project when drinking alcohol. Employees attending work-related functions must conduct themselves professionally and responsibly concerning consumption.

8.4 The immediate superior responsible for the building where the event takes place or the person in charge of the event must take precautions to intervene should a participant be inapt to drive upon leaving the event.









