



North Vancouver Recreation & Culture Commission

POLICY MANUAL

Policy No. 307

Section:	Human Resources
Title	Substance Abuse

REASON FOR POLICY

To provide a workplace that promotes a safe and productive work environment for all employees.

POLICY

No employee shall consume or be under the influence of alcohol and/or non-prescribed mood-altering substances at work. Zero tolerance is in effect for all employees, thereby strictly prohibiting the use of alcohol and/or mood-altering substances during **all** hours between the beginning and end of a shift.

Prohibited mood-altering substances are broadly categorized as, but are not limited to:

- Non-medical use of stimulants or depressants
- Non-medical use of narcotics
- Non-medical use of sedatives/hypnotics
- Cannabis and related drugs
- Hallucinogens
- Inhalants and "designer" drugs

AUTHORITY TO ACT

Authority to act is delegated to the Director of Recreation & Culture.

Approval Date:	January 25, 2007	Approved by:	Commission
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