

ALCOHOL, MEDICATIONS AND OTHER IMPAIRMENTS

Dauphin Island Fire and Rescue

OG-1105.030

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PURPOSE

The purpose of this guideline is to explain the substance use policy to create a drug free work place.

SCOPE

All members

POLICY

DIFR is an alcohol, drug free work place. The AHJ cannot dictate what a member consumes away from DIFR operations. No member will be permitted at any DIFR activity if they are impaired in any way.

PROCEDURE

A member is believed to be impaired while participating in a DIFR activity or operation.

- The member will be immediately removed from the area and placed into a safe, secure area.
- The Fire Chief is to be notified immediately.
- Members who witnessed the impairment will write a clear, concise incident report.
- In an extreme circumstance or if a law is violated DIPD will be notified.
- The AHJ will determine if a drug/alcohol test is required. The testing will be done in accordance to the policy in place for the Town of Dauphin Island. A member's refusal will result in an immediate suspension.
- An investigation will be conducted and disciplinary using measures laid out in OG 1105.025.

Post Investigation

- The member will be counseled and the appropriate discipline will be applied up to and including termination.
- If the member admits to or asks for help the AHJ will help place the member into an appropriate program.
- Failure to change behavior will result in termination as set forth in the by-laws.