



Human Resources

Title: Use of Substance Policy	Policy Number: HR-06
Authority: Resolution 2026-218 - July 21, 2026 Council Minutes	Next Review: June 2029

Purpose:

The Town of Carrot River has a municipal and societal responsibility to restrict the use or possession of alcohol and drugs at all buildings and property owned by public. Employees have the right to work in an environment free of substance abuse and with persons free from the effects of drugs or alcohol.

Definitions:

For the purposes of this policy, the following definitions shall apply:

- **Addiction** – defined as a compulsive substance use despite harmful consequence; intense focus on using a certain substance such as alcohol or drugs to the point that it takes over a person's life.
- **Illegal Drugs** – fall into two categories:
 - **Drugs that are illegal** to possess, sell and consume.
 - Drugs that are legal to possess, sell, consume, or grow when **prescribed by a physician**, but are **misused**
- **Impairment** – the inability to perform essential job functions and interact safely and effectively with others

Use of alcohol and drugs prohibited:

1. While at work, including during breaks which may be paid or unpaid, Employees shall not:
 - a. Use, consume, possess, distribute, offer for sale, or sell alcohol, cannabis, illegal drugs, illegal drug paraphernalia, prescribed drugs for which the employee does not have a prescription or prescribed drugs which may cause impairment
 - b. Be impaired or under the influence or be unfit for work due to drugs, alcohol or other substances which may be illegal or cause impairment
 - c. Be impaired or under the influence while operating Town vehicles or equipment as well as their own personal vehicle for Town-related purposes
 - d. Have a strong odor on their person of alcohol or cannabis
2. Employees are expected to demonstrate reasonable and responsible use of alcohol or cannabis at Town-sponsored events, or at social gatherings or events hosted by other organization when the employee is representing the Town



3. Employees are expected to restrict the consumption of alcohol or cannabis for a reasonable period of time to avoid impairment when reporting to work at the start of any workday. Employees “on call” evenings and weekends are expected to restrict the consumption of alcohol or cannabis for the duration of “on call” and will NOT report for work in an impaired state.

Consequences for Breach:

Safety Considerations - Employees who report to work under the influence or are determined to be under the influence while at work will be sent home via safe transportation with further follow-up required.

Disciplinary Action - Violation of this policy will lead to disciplinary action up to and including possible termination of the contract of employment.

Responsibility of Employee - Any employee found guilty of driving while under the influence of alcohol, cannabis, or performance inhibiting drugs while on Town business shall be responsible for all related costs.

Follow Up After Disciplinary Action - At the sole discretion of the employer, an employee who is subject to discipline for a breach of the policy may be required by the employer to do any or all of the following:

- a. Continue with counselling as recommended by a medical provider or addictions counsellor;
- b. Provide correspondence from the treating medical provider that the employee can return to work and safely perform the required duties;
- c. Comply with return to work alcohol and/or drug testing, if appropriate;
- d. Provide updates from the employee’s medical provider regarding treatment on a predetermined schedule.

Use of Prescribed Drugs at Work for Accommodation Purposes:

- a. Every employee shall immediately disclose to the employer if they have been prescribed the use of any prescription drug which may have the potential to cause impairment.
- b. Possession or use of prescription drugs that may cause impairment may be allowed if required to accommodate an employee with a disability as defined by the *Saskatchewan Human Rights Code*.
- c. In order to determine if an accommodation is required the employee shall provide the employer a medical report from the employee’s medical provider setting out:
 - i. The medical restrictions which require the use of the prescription medication during work hours;
 - ii. The details of the prescription including the following:



1. Whether or not the prescription drug must be taken during working hours or so close before working hours that impairment would be present during working hours
 2. The name and dosage of the prescription drug that must be taken during working hours
 3. The specified method by which the prescription drug will be administered, e.g.: oral, injection, smoking or vaping;
 4. The length of time after taking the prescription drug that impairment may persist; and
 5. The expected duration the prescription drug will need to be taken by the employee.
- d. The employee must provide updated to the employer in the event of any changes to the medical information.
- e. Upon receiving the required medical information from the employee, the employer shall determine what, if any, accommodation is required.
- f. As part of an accommodation plan, the employer will set out the requirements for the possession, use and storage, and security of the prescription drug and any associated equipment while on Town property.
- g. Any prescribed drug allowed as part of an accommodation plan must be used solely for the intended purpose as currently prescribed by the employee's medical provider and must be used solely by the employee for whom it has been prescribed.

Dealing with Addictions:

- a. Employees suffering from an alcohol or drug addiction are strongly encouraged to seek medical treatment and rehabilitation.

Employees are encouraged to utilize community programs as well as counselling programs available through Town insurance providers before the problem interferes with job performance.

Job security or promotion of an employee will not be jeopardized by requesting counselling. The employee, however, is expected to perform all required duties in a competent manner.

- b. Any employee who is addicted to alcohol or drugs, whether prescription or non-prescription, shall immediately inform the employer if there is any possibility that their addiction may have an impact on the workplace or their employment.

The employee is not required to provide the employer with a diagnosis but shall provide



the employer a medical report indicating any medical restrictions that may exist. The responsibility for correcting unsatisfactory job performance or behavior resulting from alcohol and drugs remains with the employee.

- c. Employees may be granted a leave of absence as part of an accommodation plan to participate in a drug or alcohol addiction rehabilitation program, the following conditions will apply:
 - i. The employee shall supply to the employer a medical report from the employee's medical provider indicating
 - 1. The medical restrictions that require an absence from work
 - 2. The expected length of time the employee will be absent from work
 - ii. The leave of absence shall be taken as sick leave to the extent that the employee has sick leave available, and the remaining time required for the leave shall be unpaid sick leave.
- d. Information concerning an employee's involvement in a treatment program or with treatment agencies will be held in the strictest confidence and will not be disclosed except as authorized in writing by the employee, as required by law, or where there is a serious and imminent risk to the health or safety of the employee.