CARVER FIRE DEPARTMENT

Standard Operating Guidelines

Section 1.08 – Substance Abuse **June 15, 2013**

1.0 PURPOSE

The purpose of this guideline is to establish a policy regarding the use/ and or abuse of any illicit substance or substances in an effort to provide for the highest standard of safety for our members and for the citizens of our community.

1.1 SCOPE

All members of the Carver Fire Department, including Active, Reserve, or Recruit members while on Fire Department business or property

1.2 POLICY

The department intends to ensure a safe and productive environment. Accordingly, this policy prohibits being under the influence, use, possession, transportation, promotion, or sale of illegal drugs or drug paraphernalia, or otherwise legal but illicitly used substance, by anyone while on department business or premises. This includes prescribed or over-the-counter drugs not being used for their intended or authorized purpose and abusive use of alcohol.

1.3 TESTING

Testing by urinalysis performed by a Department designated laboratory may be required of a member. Immediate medical attention will be requested and testing may occur when factors such as physical appearance, behavior, or other circumstances give good faith reason to question whether the member may be impaired and whether substance abuse may be a factor. Such testing may be required within 48 hours. A member to be tested will be requested to sign a written consent to the test procedure and to the restricted release of test results. Failure to sign written consent will result in immediate suspension, pending an investigation.

If a member's test result is confirmed to be positive, it will be given consideration by the Fire Chief in determining any discipline for the event or circumstances which led to the test. If continued in membership, the member will be required to cooperate with Department approved medical evaluation and prescribed treatment. The member may also be required to participate in follow-up activities, which may include further evaluation, treatment and/or counseling. Additionally, the member will be subject to unannounced substance abuse testing during the twelve-month period following the positive test.

1.4 DISCIPLINARY ACTION

01. Use, possession, transportation, promotion, or sale of illegal drugs or drug paraphernalia, or otherwise legal but illicitly used substances will result in immediate suspension, pending an investigation.

02. A member who fails to follow the requirements of this policy or whose suspension is upheld, will be subject to disciplinary action up to and including termination.