

L'ARCHE ANTIGONISH

POLICY AND PROCEDURE MANUAL

POLICY: TOBACCO, DRUGS, AND ALCOHOL

L'Arche Antigonish personnel are not permitted to possess or consume illegal drugs in any L'Arche Antigonish residence, building or vehicle. They are not permitted to work under the influence of intoxicants or drugs. Personnel under the influence of illegal drugs or found with illegal drugs are subject to immediate dismissal.

Personnel are not permitted to possess or consume prescription or over the counter medication for the purpose of intoxication while in any L'Arche residence, building or vehicle, or at any L'Arche event. Such a finding is cause for immediate dismissal.

Personnel living in L'Arche Antigonish homes are permitted to consume alcohol moderately and responsibly while in the home, if they are of the age of majority in Nova Scotia.

A driver of a L'Arche vehicle may not consume alcohol or drugs prior to or while operating a vehicle. Such a finding is cause for immediate dismissal.

Smoking is prohibited in all buildings and on all property owned and leased by L'Arche Antigonish. This includes vehicles.

APPROVAL REF: BOARD OF DIRECTORS

DATE: