



Policy Number	8.3
Approval Body	Executive Committee
Policy Officer	Director Human Resources
Approval Date	December 2004

8.3 SUBSTANCE ABUSE

ENABLING LEGISLATION + LINKED POLICIES

Human Rights Code

Other Laws of General Application

OBJECTIVE

The objective of this policy is to clarify expectations, and responsibilities of all Emily Carr University of Art + Design (University) employees regarding substance abuse.

SCOPE

This policy applies to all University employees.

POLICY

1. The University recognizes alcohol and substance addiction as a treatable disease. It is committed to the health and safety of its employees through a policy that will not tolerate substance abuse where such abuse affects individual employee job performance. The University recognizes that it and its employees have the responsibility to ensure the workplace remains free from adverse health effects due to substance abuse.
2. The use of illicit drugs, the inappropriate use of alcohol, and the misuse of medications and other substances can have serious adverse effects on an employee's health, safety and job performance. Misuse of these substances often negatively impacts other employees, students, and the community. Each employee has a personal responsibility to themselves, other employees and the University community to help eliminate drug and alcohol misuse in the workplace. Alcohol or drug dependency is a treatable condition and early intervention greatly improves the probability of lasting recovery.
3. This policy is put into motion when an employee's abuse of any mood altering substance has a negative impact on the job. When an employee's work is found to be adversely affected or if in the opinion of the supervisor the employee's safety or the safety of others is at risk by the influence of a mood altering substances, whether legal or illegal, that employee will be subject to discipline up to and including termination.
4. All employees will be made aware of this policy. Gross violations of this policy will be subject to immediate termination.

POLICY SUPPORTS

8.3.1 Employee/Employer Responsibilities related to Substance Abuse

8.3.2 Responding to Substance Abuse