



## IMPAIRMENT POLICY FOR EMPLOYEES

<b>Policy Name:</b> Impairment Policy for Employees	<b>Responsible Owner:</b> Associate Vice President, Human Resources	<b>Created:</b> 2018 Jul
<b>Policy Number:</b> A64	<b>Approval Body:</b> SMT	<b>Last Reviewed/Revised:</b> 2023 Sep
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#### A. PURPOSE

This policy articulates Douglas College’s expectations of Employees with respect to attending work free from the impairing effects of alcohol or Drugs, including Medication.

#### B. SCOPE

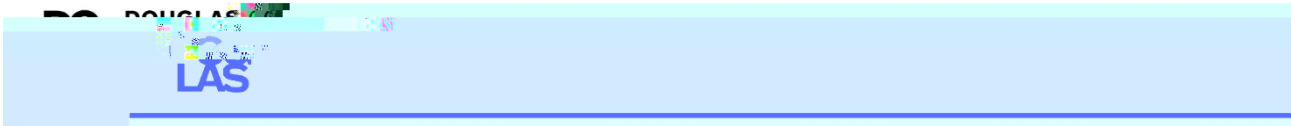
This policy applies to all Employees and Contractors of Douglas College (the College).

#### C. DEFINITIONS

**College Campuses and Properties:** In addition to the College’s physical campuses and centres, includes, for the purposes of this policy, any building, structure, parking lot, College vehicle, space or land (including vacant land or space) controlled, owned, leased and/or occupied by the College, as well as

A person or contractor engaged in the use of their own labour to perform a service or

**Drug(s):** Includes but is not limited to substances that impair or functionally impair, causes a marked impairment in performance or otherwise introduced into the



**Employee(s):** A person employed by the College, including administrators, contract Employees, faculty members, staff members and students when employed by the College (e.g., as student assistants or peer tutors).

**Fit for Duty:** The condition of an individual being free from the influence of any legal or illegal Drug, alcohol, Medication or other impairing substance or condition that disrupts the College's working environment or compromises the safety of the individual or others.

**Impaired or Impairment:** A deterioration or diminishment of an individual's physiological ability, functioning, judgement, or condition such that the person may reasonably be deemed not Fit for Duty; includes but is not limited to the individual being unable to function as that individual does under normal or usual conditions, or safely, because of intoxication by a substance.

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- [Controlled Drugs and Substances Act](#) [SC 1996], c. 19
- [Human Rights Code](#) [RSBC 1996], c. 210
- [OHS Regulation](#)
- [Workers Compensation Act](#) [RSBC 2019], c. 1

#### H. RELATED COLLECTIVE AGREEMENTS

N/A