

Town of Wright Fire District Policies

Policy Name: **8.0 Drug and Alcohol Policy**

Date Adopted: 6/11/12

Effective: 6/12/12

Revised:

Reviewed: *Annually*

1. The Town of Wright Fire District shall have a zero tolerance policy on the use, sale, distribution or possession of drugs or alcohol which may create an unsafe work environment for the Department member, fellow members, or public.
2. Department members are subject to criminal, civil and disciplinary penalties if they distribute, sell, attempt to sell, possess, use or purchase controlled substances while on the property of the Fire District or while performing a Department activity.
3. A member may possess and use a controlled substance which is properly prescribed for the member by a physician.
4. Members are prohibited from on-the-job use of, or impairment from alcohol while engaged in a training, work, or during an incident. This shall include any time there is the use of firematic equipment for an event, including public displays and events.
5. Under no circumstances shall members under the age of 21 be given or allowed to have alcohol while on District or Department property, or at any Department incident or function.
6. Under no circumstances shall a member under the influence of alcohol or drugs drive any District vehicle or operate any equipment.
7. It is the obligation of all members and particularly supervisory personnel to intervene and/or notify the Chief if there is suspicion a member is under the influence of alcohol or drugs while at the scene, work detail, training, or other event wherein their inability to perform their tasks to the best of their ability could compromise the health and safety of other members, the public, themselves, or District property.
8. Work details, training, events, and incidents shall be defined as that time when it is scheduled to start, or the Department is toned out, and continuing until the Officer in Charge (OIC) has officially declared the event/incident completely finished and all equipment has been returned to the station and made ready for the next call.
9. Members suspected of violating the above policies shall be suspended immediately pending investigation.
10. The Chief shall immediately report such offense or suspicion to the District.
11. The District, in conjunction with the Chiefs, shall decide upon further action. Actions may include: clearance of wrongdoing, referral at the member's expense to an approved assistance facility, probation, continued suspension, or termination.
12. It is expected that members will represent themselves at any Department function or in Department apparel with dignity and the professionalism the Department is respected for.