

A. Substance Abuse

1. East Niceville Fire District recognizes that individuals use substances such as alcohol and drugs, sometimes to an extent that their abilities and senses are impaired. Our position regarding substance abuse is the same whether alcohol, marijuana, illegal drugs, prescription drugs, or controlled substances are involved ["substances"].
2. This policy is implemented because we believe that the impairment of any East Niceville employee due to his or her use of substances is likely to result in the risk of injury to other employees, the impaired employee, or to third parties, such as customers or business guests. Moreover, substance abuse adversely affects employees' morale and productivity. "Impairment" or "being impaired" means that an employee's normal physical or mental abilities, or faculties, while at work, have been detrimentally affected by the use of substances.
3. The employee who begins work while impaired or who becomes impaired while at work is guilty of a major violation of East Niceville Fire District rules, and is subject to severe disciplinary action.
 - a) Severe disciplinary action can include suspension, dismissal, or any other penalty appropriate under the circumstances.
 - b) Likewise, the use, possession, transfer, or sale of any substance on East Niceville Fire District premises or in any East Niceville Fire District parking lot, storage area, or job site is prohibited.
 - c) Violations are subject to severe disciplinary action. In all instances, disciplinary action to be administered shall be at the sole discretion and determination of the East Niceville Fire District.
4. Employees who are taking prescription drugs shall report this to the Chief. This is for the protection of the employee and for safety purposes in case of an adverse reaction to the drug while at work, or so the employee is not falsely accused of taking an illegal substance.
5. When an employee is involved in the use, possession, transfer, or sale of a substance in violation of this policy, the East Niceville Fire District may notify appropriate authorities. Such notice will be given only after such an incident has been investigated and reviewed by the Chief, Assistant Chief, and the Chairman.
 - a) East Niceville Fire District Commissioners are aware that substance abuse is a complex health problem that has both physical impact and an emotional impact on the employee, his or her family, and social relationships.
 - b) A substance abuser is a person who uses substances, as defined above, for non-medical reasons, and this use detrimentally affects job performance or interferes with normal social adjustments at work. Substance abuse is both a management and a medical problem.

6. Any employee who suspects a substance abuse case should discuss the situation immediately with the Chief or Assistant Chief. Because each case is different, the handling and referral of the case must be coordinated with the Fire Chief and the Chairman.

7. Alcoholic beverages shall not be served or used on East Niceville Fire District premises at any time.