

## **DRUG & ALCOHOL POLICY**

**No member of the Hahnville Volunteer Fire Department, under the influence of drugs or alcohol, will be permitted to make any emergency dispatches.**

- **No member shall consume or make visible any alcoholic beverages or illegal substances at any Fire Station, or any Fire Ground, or Training Operations.**
- **The Officer in charge will take the appropriate actions on the fire scene and bring the charges to the Board of Directors to discuss; then their suggestions will be brought to the membership for disciplinary actions.**
- **It is the intent of this policy to keep the Hahnville Volunteer Fire Department in the highest standards that can be set forth by our profession. We must recognize the responsibility and obligation to conduct our personal and professional life with scrupulous attention to the trust and confidence required by this Community and Organization.**

**This organization intends to ensure a safe and productive environment. Accordingly, policy prohibits being under the influence, use, possession, transportation, promotion, or sale of illegal drugs or drug paraphernalia, or other wise legal but illicitly used substances by any member while on Fire Department business or premises. This includes prescribed and/or over-the-counter drugs not being used for their intended or authorized purpose and abusive use of alcohol.**

### **Fire Fighter requiring hospital care:**

**If a fire fighter is injured or requires medical attention, as determined by medical personnel, at the local hospital as a result of a departmental activity, testing will be performed to determine if firefighter is under the influence of drugs or alcohol. A member identified to be tested will be requested to sign a written consent to the test procedures and to the restricted release of test results.**

**Failure to sign written consent will result in immediate suspension for a minimum of 12 months or termination from the fire department, as determined by the Board of Directors. Use, possession, transportation, promotion, or sale of illegal drugs or drug paraphernalia, or otherwise legal, but illicitly used substances will result in immediate suspension for a minimum of 12 months or termination from the fire department, as determined by the Board of Directors.**

**If a member's test result is confirmed to be positive, the member will immediately be suspended for a minimum of 12 months or terminated from the fire department as determined by Board of Directors. If suspended, the member may also be required to participate in follow-up activities, which may include further evaluation, treatment and/or counseling once returning to duty. Additionally, the member will be subject to unannounced substance abuse testing during the 12 month period following his/her return to duty. A member who fails to follow the requirements of this policy will be subject to disciplinary action up to and including termination of membership.**

**Department Activity Complaint:**

**The Board of Directors, upon a confirmed complaint of violation to this policy, may take disciplinary action against a member. The Board of Directors shall decide disciplinary action using the following scale as a minimum guide; First offence, 30 days suspension, second offence, 90 days suspension, third offence, 1 year suspension. Offenses include, but are not limited to intoxication or use of controlled substances (drugs), including the use of intoxicants at a fire or medical call or attending a fire or medical call with the smell of alcohol on clothes or breath.**

**Termination:**

**Termination from the department shall require a 2/3 majority vote of members present at a special business meeting called to discuss the incident. All voting concerning this policy, either by the Board of Directors or the membership, shall be by secret ballot, no exceptions. A suspended or terminated member shall turn in all Hahnville Volunteer Fire Department property immediately.**