



BRITISH COLUMBIA  
CONSERVATION  
FOUNDATION

## DRUG AND ALCOHOL POLICY

The British Columbia Conservation Foundation (BCCF) is committed to a drug and alcohol free workplace. The consumption of drugs and alcohol can pose a risk to the safety of employees, contractors and volunteers.

The BCCF prohibits the use of alcohol, prescribed and/or non-prescribed drugs known to cause impairment during the workday. The use of alcohol and drugs while at work can result in disciplinary action, up to and including termination, and may have legal consequences. Workers are expected to come to work unimpaired from the effects of drugs and alcohol.

Determination of drug and alcohol abuse may be based on reasonable suspicion which includes, but is not limited to, physical evidence of use, involvement in an accident, or a substantial drop in work performance.

**DATE REVISED:**      **JANUARY 24, 2018**

**AUTHORIZED:**

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Deborah Gibson  
Executive Director

This policy will be reviewed and endorsed annually by senior management.