

THE GLENHAM FIRE DISTRICT STANDARD OPERATING GUIDELINE AND PROCEDURE	SUBJECT NO. GFD-43-24
DEPARTMENT: Glenham Fire Department SUBJECT: Drug and Alcohol Policy	
<u>CROSS-REFERENCE:</u> GFD-43-01 Organizational Statement & General Overview	

Original date of issue: 03/2018

Reviewed:	03/18	02/19	02/20				
Revised:							

Applicability:

In order to ensure the safety of all commissioners, volunteers, employees and the general public, the Fire District has instituted the following policy:

1. There will be a zero tolerance policy related to alcohol and drug use for all commissioners, volunteers responding to, operating at or participating in alarms, meetings, training and any other Fire District related activity.
2. No commissioner, volunteer or employee shall participate or be present at any Fire District activity or represent the Fire District while intoxicated or under the influence of drugs.
3. The Fire District adopts that a blood alcohol content (BAC) of .02 or higher as being intoxicated for the purposes the Fire District.
4. For reference purposes it is suggested that personnel do not participate in any Fire District activities within four (4) hours of consuming alcohol. If a member is suspected of being under the influence of drugs or alcohol the following shall occur:
 - a) Notify the highest ranking officer at the fire district activity.
 - b) The officer in charge will request for the person in question to be escorted by another officer (or designated person) off of the scene to a safe location.

- c) Written documentation of firefighter in question shall be required.
- d) A member in violation of this policy can be immediately suspended and has rights to a timely hearing no longer than 10 days from time of suspension. The rules of the Fire District Discipline Policy will be enacted.
- e) If said firefighter is found guilty of accusation that member shall hold a minimum of 30-day suspension for first offense.

REVISION HISTORY			
Rev	Description of Change	Author	Effective Date