
1.3.21 DRUG AND ALCOHOL POLICY

Compassion HomeCare has a zero tolerance for Drug/ Alcohol use in workplace. This policy applies to all Compassion HomeCare employees, as well as any contractors that are under Compassion HomeCare employ.

For purpose of this policy, the following are prohibited:

- ✦ No employee shall be impaired by either drugs and/or alcohol at work.
- ✦ No employee shall possess or use drugs or consume alcohol at workplace, Compassion HomeCare offices or company vehicle.
- ✦ Employees are not to report to work if their judgment may be affected or impaired by either drugs, alcohol or prescribed medication.
- ✦ No employee of Compassion HomeCare shall report to work within a 24-hour period of using any substance containing THC, whether THC is used medicinally or recreationally.
- ✦ Although Cannabis is legal, no employee shall share Cannabis with clients or other employees of Compassion HomeCare.

If there is suspicion that an employee is impaired at workplace, that employee shall leave workplace. Supervisor will arrange for transportation of employee to their residence. Investigation of incident will occur, with possible disciplinary or termination action taken against employee if employee found to be impaired at workplace.

November 27, 2018