

## HUMAN RESOURCES

## Policy 400-R5

### **Smoking, Alcohol and Drug Consumption/Misuse on Board-Owned and Leased Property and in Board Vehicles**

#### **Smoking**

It is the Board's duty to take reasonable measures to ensure the safety and health of employees and students while they are on Board-owned and leased property and in Board vehicles, and to safeguard the Board's property from fire hazards. For these reasons, the Board prohibits anyone from smoking on Board-owned and leased property and in Board vehicles.

#### **Consumption of Alcoholic Beverages**

Board policy prohibits the consumption of Alcoholic beverages by District employees and representatives on owned and leased property and/or school premises. The term "school premises" is defined to include outdoor education properties rented or used to host camp programs for students of School District No. 38 (Richmond). Exceptions to the policy have been approved as follows:

1. With the prior approval of the Superintendent, alcoholic beverages may be consumed at the Instructional Development Centre at receptions which introduce or conclude a major in-service function sponsored or hosted by the district.
2. Alcoholic beverages may be consumed at the Instructional Development Centre in conjunction with Board receptions.

#### **Drugs/Substance Misuse in the Workplace**

Any employee on district business, on or off the school district premises, is prohibited from purchasing, transferring, using, or possessing illegal drugs. The misuse of alcohol or prescription drugs is also prohibited.