

## **Impairment Policy: Includes Drugs, Alcohol and Fatigue**

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Reference: WorkSafeBC Regulation Impairment. 4.19 Physical or mental impairment, 4.20 Impairment by alcohol, drug or other substance

### **Application**

This policy statement applies to all workers, including permanent, temporary, casual, contract, and student workers. “Workers” includes supervisors and managers.

Impairment that may create an undue risk to the worker or anyone else is not acceptable or tolerated in the workplace.

**Impairment** is commonly thought to refer to only drugs and alcohol. However, impairment can also result from prescription drugs, health issues (example, diabetic suffering from insulin instability) and fatigue. Non-prescription drugs may also affect a worker’s ability to work safely.

**Contact your supervisor** if you are feel that your ability to work is not as is should be or if you observe another person on site who does not seem “like their normal self.”

Supervisors are required to effectively manage all reported or observed impairment. Action taken by a supervisor will depend on information gathered. Records are confidential.

We will not permit person to remain at any workplace while the person's behaviour or ability to work is affected by alcohol, a drug or other substance so as to endanger the person or anyone else

### **Communication of Policy**

This policy will be posted [in the shop] and a copy given to employees as part of their company orientation. The policy will be reviewed with others on site during their site orientation.

### **Review**

The policy will be periodically reviewed and changes communicated to employees and others.