

CLIO AREA FIRE DEPARTMENT

DRUG & ALCOHOL POLICY

INTRODUCTION

The Clio Area Fire Department/Fire Authority recognizes drug and alcohol abuse as a potential health, safety, and security problem. Members or employees dealing with such problems are encouraged to seek diagnosis and follow through with treatment that may be prescribed by qualified professionals in order to arrest the problem as early as possible.

The Clio Area Fire Department/Fire Authority is committed to provide a drug free, healthful, safe and secure work environment for all its members and employees and to provide, further, that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is absolutely prohibited. Violations of this policy may result in disciplinary action, up to an including termination, and may have legal consequences.

Members of the Department shall not report for duty while under the influence of alcohol nor shall they consume alcoholic beverages while on duty.

SUBSTANCE ABUSE POLICY

The use, sale, transfer or possession of alcohol, drugs, controlled substances, drug paraphernalia, or any combination thereof, on any premises of the Clio Area Fire Department or worksites (including department owned vehicles and any private vehicles parked on Department premises or worksites by members or employees of the Fire Department) is strictly prohibited and is grounds for discharge on the first offense.

Any member or employee who is required to use legal drugs, prescribed drugs or narcotics which impair his/her ability to perform his/her job shall report the use of such drugs to his/her supervisor, along with acceptable medical documentation in the case of the prescribed drugs or narcotics. A determination will then be made as to whether the effects of the drug or narcotic will impair the member or employee's ability to perform his/her job and whether such use will pose a potential risk to the safety of the employee or others.

PRE-EMPLOYMENT TESTING

It is the policy of the Clio Area Fire Department/Fire Authority to provide pre-employment drug screening for persons applying for membership or employment with the Clio Area Fire Department.

All applicants of the Clio Area Fire Department shall be required to sign a Drug/Alcohol Consent Agreement. Failure to sign the consent agreement and/or submit a sample for testing shall disqualify the candidate from consideration for membership or employment.

Urine is the substance used in testing for the presence of amphetamines, barbiturates, cocaine metabolite, marijuana metabolite, opiates and phencyclidine (PCP). Collection of the sample and chain of custody requirements shall be performed under strict procedures and guidelines established for these purposes by the Clio Area Fire Department's approved collection site personnel and testing laboratory.

Positive testing and confirmation shall disqualify a candidate from membership or employment.

The Clio Area Fire Department shall not extend an offer of membership or employment to any candidate prior to receipt of the drug test results. Copies of this policy can be made available to all candidates seeking membership or employment with the Clio Area Fire Department, if requested.

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RECIEPT FORM

I have received a copy of the Clio Area Fire Department policy regarding Drug and Alcohol abuse. I understand that the policy provides for pre-employment testing and for “probable cause” testing.

Signature

Date

Witness

Date

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CONSENT AGREEMENT

In Accordance with the Clio Area Fire Department Drug and Alcohol Policy, I hereby consent to screening/testing by urine sample for the presence of amphetamines, barbiturates, cocaine metabolite, marijuana metabolite, opiates and phencyclidine (PCP).

Collection of the sample and chain of custody requirements shall be performed under strict procedures and guidelines established for these purposes by the Clio Area Fire Department's approved collection site personnel and testing laboratory.

PRE-EMPLOYMENT TESTING

Positive testing and confirmation shall disqualify a candidate from membership or employment.

Signature

Date

Witness

Date
