

## Policy Direction – Substance Management

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### Rationale and Relationship to Mission, Principles and Values

The MS Society of Canada (MS Society) is committed to providing a safe environment for all employees, volunteers and any other individuals that may be present on our premises or at one of our events. The MS Society will not tolerate any unsafe behaviour or negligence including impairment.

### Policy Application

This policy is intended to provide guidance to all employees and volunteers within the organization as to the MS Society's regulations surrounding the use of impairment-causing substances in the workplace, a home office or off-site while employees and volunteers are performing work-related functions, recognizing that employees and volunteers under the influence of impairment-causing substances on the job can pose serious health and safety risks to themselves, their colleagues, the public and the MS Society's property.

### Authorization

The policy was approved by the National Board of Directors on June 8, 2018 and revised and approved by the executive team March 12, 2020.

### Policy

To help preserve a safe and healthy environment, employees and volunteers are:

- i) at all times, required to follow all federal, provincial and local laws;
- ii) prohibited from working while impaired;
- iii) required to inform their leader (or designate) and/or HR of any concerns about a colleague's fitness for duty.

### Recreational Smoking

There is no smoking of legal or illegal substances allowed inside any MS Society workplace, a home office or while representing the MS Society at private or public events, unless it is a designated break outside of the workplace. Types of smoking include but are not limited to cigarettes, e-cigarettes, recreational cannabis, medical cannabis, vaporizers, etc. Regardless of the provincial legislation, this is the MS Society's policy and we ask that you abide by it at all times.

In public spaces in and around MS Society workplaces, smoking of legal substances, including medical cannabis, is only permitted in designated areas as determined by legislation.

### **Use of Medical Cannabis While at Work**

Where a medical prescription for cannabis exists, you will be expected to follow all medical advice and direction on its use at all times. The use or misuse of medical cannabis that impairs your ability to safely and effectively perform your job is strictly prohibited. If you report for work under the influence and impaired, you will be asked to leave the workplace and will be subject to disciplinary action up to and including termination.

Guidelines for safe and unimpaired medical cannabis use while working:

- If you are taking medical cannabis during regular working hours, you are expected to use it in moderation, only at the recommended level of dosage and the applicable frequency of the doses as prescribed by a medical professional
- Where possible, you are asked to use a method of ingestion other than smoking, to minimize allergic reactions and/or sensitivities of fellow staff and others
- If you choose to smoke medical cannabis you must abide by all provincial smoking regulations and only smoke in designated public spaces

Be sure to speak with your leader or HR if you require any accommodation.

### **Alcohol Consumption**

On occasion, the MS Society will host or sponsor social events or functions where alcohol will be made available for consumption. On these occasions, it is expected that you will consume alcohol in a socially responsible manner and display common sense.

To protect you from the risks of driving under the influence, the MS Society adheres to a one-drink policy. This means that while attending an MS Society sponsored event or function where alcohol is being served, those who will be driving a vehicle cannot consume more than one alcoholic beverage. For this direction, “one alcoholic beverage” means:

- 341 ml (12 oz.) bottle of 5% alcohol beer, cider or cooler
- 142 ml (5 oz.) glass of 12% alcohol wine
- 43 ml (1.5 oz.) serving of 40% distilled

If you do drink excessively during an MS Society sponsored event or function, appropriate discipline will be applied up to and including termination.

## **Impaired Driving**

It is illegal to operate a motor vehicle (for work purposes or non-work purposes) while impaired. The onus is on each employee not to drink excessively.

If it is determined that you have been drinking excessively and intend to drive, one or more of the following actions may take place:

- We may prevent you from driving home;
- We may call a family member to pick you up;
- We may remove your car keys;
- We may book you a hotel room, provide a taxi chit, and/or arrange for transportation to your home;
- We may call the police.

## **Use of Prescription Drugs**

The MS Society is committed to accommodating, up to the point of undue hardship, any employee or volunteer who is required to use prescription drugs.

If you feel that your use of prescription drugs could impact performance, prevent effective and efficient completion of job functions, prevent compliance with the MS Society's policies or create a safety hazard, you are required to disclose the prescription drug use to HR to allow the MS Society to conduct an accommodation analysis. All information received will be retained in confidence and disclosed only to required parties (such as immediate leader and executive team member) on a case-by-case and need-to-know basis.

## **Accommodation for Substance Abuse and Addiction** *(for MS Society employees)*

The MS Society is committed to assisting and accommodating employees, in partnership with our employee and family assistance program (EFAP), who voluntarily disclose a substance dependence and seek supportive rehabilitation. We acknowledge that drug and alcohol dependencies are protected and recognized as a disability under human rights legislation, and therefore considered to be prohibited grounds of discrimination.

If you are struggling with substance abuse/addiction challenges, you will be supported and accommodated by the MS Society. You will not be negatively impacted if you disclose a drug or alcohol dependency issue and are encouraged to disclose a substance dependency or substance abuse issue to the MS Society as soon as possible.

The process of accommodation is a shared obligation between the employee and the MS Society. It is your responsibility to make the accommodation request to the MS Society, in-writing. The MS Society

will then initiate the consultative accommodation analysis process promptly after receiving your request. Should you refuse to cooperate in rehabilitation and/or continue to present as a safety risk to yourself, others and/or the building will be subject to disciplinary action up to and including termination for cause.

To request accommodation or disclose a dependency issue, please notify HR in person or via email.

Should you disclose a drug or alcohol dependency issue after you have violated a policy of the MS Society, acted in a manner that constitutes misconduct or gross misconduct, or acted in a manner that is negligent, you will be subject to disciplinary action for your behaviour or misconduct alone, not the dependency issue.

### **Unfitness for Work**

Should it be determined that you are unfit for work due to substance abuse you will be asked by your leader, or designate, to leave the workplace or work-related activity. The incident will be reported to HR and the applicable executive team member(s) and investigated accordingly.

### **Sanctions for Non-compliance**

Employees who fail to adhere to the above requirements or who engage in illegal activities such as selling drugs and/or alcohol while on the MS Society's premises, or carrying out business on behalf of the MS Society, will be subject to disciplinary action up to and including termination for cause and will be referred accordingly to legal authorities who may launch a separate investigation.

Volunteers who fail to adhere to the above requirements or who engage in illegal activities such as selling drugs and/or alcohol while on the MS Society's premises, or carrying out business on behalf of the MS Society, will be subject to disciplinary action up to and including the removal of their ability to volunteer with the MS Society and will be referred accordingly to legal authorities who may launch a separate investigation.

### **Executive Champion**

The MS Society vice president, People Innovation & Volunteers, is the executive champion for this policy.

### **Monitoring and Compliance**

The MS Society vice president, People Innovation & Volunteers, is responsible for leading the monitoring of the application and compliance of this policy direction in conjunction with other members of the Executive Team and supervisory staff, including those who have direct responsibility for volunteers. The vice-president, People Innovation & Volunteers, will work with the appropriate staff to ensure compliance.

## **Policy Review**

The policy is to be reviewed annually or as needed.