

	POLICY	
	HR-105 Alcohol and Drug Use by On-Duty Members	
	Original Date	Revision Date
	December 6, 2006	December 1, 2020

Policy

Members who are involved in a SAR mission or training of any kind conducted by RCMSAR or when on call shall not consume any alcohol, marijuana, or drug (illegal, prescription or non-prescription) that would in any way impair them.

Reason for Policy

1. Ensure the safety of RCMSAR crews and the public
 2. Comply with the law
 3. Avoid liability of RCMSAR or its members.
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Guidelines

1. A member shall not consume or use any alcohol or drugs:
 - a) When on duty, during a tasking, or participating in a training activity.
 - b) In any RCMSAR Facilities, RCMSAR vehicles, station boathouse, training facility or on any dedicated response vessel (DRV). This includes an owner/operator vessel involved in an authorized activity, tasking, or training activity.
 - c) When dressed in distinctive, logoed clothing or safety gear that identifies them to the public as members of RCMSAR. The exception to this requirement is attending official functions where it is recognized that persons in uniform may through custom or tradition consume alcohol such as Remembrance Day.
2. A member shall not undertake any RCMSAR activity when under the influence, however slight, of alcohol, marijuana, or a drug.
3. A member who is on call or on duty and feels they may not be in compliance with this policy **shall** stand down and seek to have another member stand-by until such time as he/she is fully capable of returning to duty.
4. A member noted to have an odour of alcohol on his/her breath is prima facie in contravention of policy and shall immediately stand down or cease the activity.

5. Any member who on reasonable belief detects an odour of alcohol on a member or believes that member may be impaired by alcohol or a drug and about to undertake a RCMSAR activity, shall immediately advise that member and his/her Coxswain. If the activity does not include the Coxswain the matter must be referred to another station leadership position such as the Station Leader, Deputy Station leader or training officer.
6. Alcoholic beverages, marijuana and any illegal drug shall not be brought onto or stored in any RCMSAR Facility, station boathouse, training facility or dedicated response vessel.
7. Contravention of this policy will result in disciplinary action up to and including dismissal from RCMSAR.

It is not the intent of this policy to preclude members from socializing or consuming alcohol. Members must be aware of this policy and exercise appropriate judgement. Simply put, if you commit to being on duty, on call or in RCMSAR distinctive clothing, do not consume alcohol.