

	POLICY	
	HR-124 Alcohol and Drug Use by On-Duty RCMSAR Members	
	Original Date	Revision Date
	December 6, 2006	October 1, 2025

Policy

Members who are actively on call or involved in training shall not use alcohol or drugs that would in any way impair them during duty.

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.

Guidelines

1. A member shall not consume or use any alcohol or drugs:
 - a) When on duty, or call or participating in a training activity.
 - b) In any station boathouse, training facility or on any dedicated response vessel (DRV). The exception is for an owner/operator vessel not involved in an Authorized Activity, Authorized Tasking or training activity.
 - c) When dressed in distinctive clothing that conveys to the public, they are members of RCMSAR. (Clothing would be items such as SAR shirts displaying RCMSAR logo along with letters referencing marine SAR). The exception to this requirement is attending official functions where it is recognized that persons in uniform may, through custom or tradition, consume alcohol. Remembrance Day, RCMSAR Annual General Meeting socials, ISAR Competition socials, are examples.
2. A member shall not undertake any RCMSAR activity when under the influence, however slight, of alcohol or a drug.
3. A member who is on call or on duty and feels they may not be following this policy shall stand down and seek to have another member fill in until such time as he/she is fully capable of returning to duty.

4. A member noted to have an odor 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 notes an odor of alcohol on a member or believes that member may be impaired by alcohol or drug and about to undertake a RCMSAR activity, shall immediately advise that member and the station leader or designate.
6. No repercussions shall result to a person reporting on reasonable belief.
7. Alcoholic beverages shall not be brought onto or stored in any station boathouse, training facility or dedicated response vessel.
8. Contravention of this policy will result in potential disciplinary action or dismissal from RCMSAR.

It is not the intent of this policy to prevent members from socializing or consuming alcohol. Members should be mindful of 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.

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Bill Riggs (Oct 1, 2025 14:42:09 PDT)