



MINO BIMAADIZIWIN HOMEBUILDER (MB BUILDERS) PROGRAM DRUGS, ALCOHOL AND MEDICATION POLICY

Mino Bimaadiziwin Homebuilder (MB Builders) Program is committed to promoting the health, safety and wellness of its employees, students and the public. The program recognizes and accepts the responsibility to provide employees/students with a safe, healthy and productive classroom and work environment.

Refraining from use of substances that impact an employee's or a student's ability to perform their work duties safely, competently and efficiently are required. The policy strives to respect the dignity and privacy of individuals; and places a priority on treatment, accommodation and the successful recovery of employees/students who have a Substance Use Disorder.

Alcohol

Alcohol is strictly prohibited while on class room/work place, operating a vehicle or equipment, during working hours, at program's sponsored events, and whenever an employee/student is representing the program:

- Attending at class/work while being under the influence of alcohol;
- Consuming alcohol during the work day including meals or other breaks;
- Possessing, distributing, offering alcoholic beverages.

Medications

All employees/students are expected to use prescribed and over-the-counter medications responsibly. The intentional misuse of medications (for example, using the medication other than as prescribed, using someone else's prescribed medication, or combining medication and Alcohol use against direction) while on class room, operating a vehicle or equipment, during working hours, at program's sponsored events, and whenever an employee/student is representing the program, is prohibited.

Drugs and other Substances

Drugs are strictly prohibited while on class room/work place, operating a vehicle or equipment, during working hours, at program's sponsored events, and whenever an employee/student is representing the program:

- Attending at class/work while being under the influence of any drugs, whether legal (eg. Marijuana) or illegal;
- Consuming legal or illegal drugs during the work day including meals or other breaks;
- Possessing, distributing, offering drugs, whether legal or illegal;

Mino Bimaadiziwin Homebuilder (MB Builders) Program is responsible for providing all employees/students a drug and alcohol free classroom/workplace.

The Student Coordinator and/or Employment Training Coordinator is responsible for: the administration of this policy; and, fostering a drug and alcohol free environment

Employees and Students are responsible for: following the policy in the class room/workplace; and reporting drug and alcohol abuse to the coordinators.

Created on: April 12, 2019