



# *Park Lawn Preschool Inc.*

*Park Lawn Preschool \* Humber Bay Child Care Centre \* PLP Early Learning Centre at St. Mark*

## **PLP HS 216 Drugs, Alcohol and Smoking Policy**

### **Drugs and Alcohol**

All employees are responsible to report to work free from the influence of drugs or alcohol. If you report to work under the influence of alcohol or drugs or you use alcohol or illegal drugs during working hours, you will not be allowed to work the rest of your shift.

The use, sale or possession of alcohol or illegal drugs while on the job, on child care property or on a field trip may be cause for immediate dismissal. Any illegal substance will be turned over to the appropriate law enforcement agency.

Park Lawn Preschool Inc. may determine that you are impaired if you present for work in a physical or mental condition that creates a risk to the children or puts the health and safety of you or your co-workers at risk or you demonstrate signs of impairment such as the smell of alcohol on your breath, slurred speech, difficulty with motor skills.

If you are taking any drugs or medications, including but not limited to prescription drugs, over-the-counter medication or medicinal marijuana that could impair your job performance, you must report this treatment to the Centre Supervisor or Operations Manager. The proper use of such medication is not grounds for disciplinary action but may necessitate an accommodation including modified duties during the duration of your treatment.

### **Smoking**

Park Lawn Preschool Inc. promotes a healthy smoke free environment. Smoking is not permitted on the school premises or in the presence of the children. This includes off-site activities such as field trips. Failure to comply with this policy will result in disciplinary action up to and including termination of employment.

If you are taking prescription medical marijuana that requires smoking during the workday, you must report this treatment to the Centre Supervisor or Operations Manager. In order to protect the safety of other employees, children and management, the Centre reserves the right to do the following:

- determine the location of where prescription medical marijuana may be smoked
- if there are any odours present on clothing, the Centre may ask that you bring additional change of clothing.

The proper use of such medication is not grounds for disciplinary action but may necessitate an accommodation including modified duties during the duration of your treatment.