

Alcohol and Drug Policy for Employees

1. Introduction

1.1. Purpose

This policy relates to alcohol and drug use by employees (staff) of Providence Health Care (PHC).

1.2. Scope

This policy applies to all PHC [Staff](#).

1.3. Exceptions

There are no exceptions to this policy.

2. Policy

Unauthorized alcohol and drug use is controlled at PHC. Staff under the influence of alcohol or drugs while at work are immediately suspended from work and an investigation is performed.

Consumption or sale of alcohol or drugs on PHC property is cause for immediate dismissal.

3. Responsibilities

3.1. Staff

Staff are responsible for complying with this policy and for any PHC policy that govern their activities and behavior.

3.2. Management

Management is responsible for supervising staff compliance with this policy, and with any PHC policy that governs the activities and behavior of staff, within the scope of their responsibilities.

3.3. Human Resources

Human Resources are responsible for the maintenance and operation of this policy.

4. Compliance

All staff members are responsible for adhering to this policy and monitoring their activities in accordance with the policy. Staff members may warn others if they observe a violation of this policy. Failure by staff to comply with this policy may result in disciplinary action up to and including termination of employment, services or privileges.

5. Support Documents

5.1. Related Policies

[Standards of Conduct](#)

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[Staff Mental Health and Mental Wellness](#)

5.2. Guidelines/Procedures/Forms

[Disability Management Advisor
Employees and Family Assistance Program](#)

6. Definitions

“Staff” means all employees (including management and leadership), medical staff (including physicians, midwives, dentists and nurses), residents, fellows and trainees, health care professionals, students, volunteers, contractors, researchers and other service providers engaged by PHC.

7. References

There are no references to list for this policy.

8. Appendices

There are no appendices to include with this policy.

Effective Date:	22-JUN-2022			
First Released:	01-MAY-2000			
Last Revised:	22-JUN-2022			
Last Reviewed:	22-JUN-2022			
Approved By:	PHC			
	Senior Leadership Team / Executive Sponsor: CFO & VP People & Health Informatics			
Owners:	PHC			
	Occupational Health & Safety			
Revision History: <i>(optional)</i>	Version	Date	Description/ Key Changes	Revised By

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