

**TOWNSHIP FIRE DEPARTMENT
CHAPTER 1: ADMINISTRATIVE OPERATIONS**

Part 2: Administrative Policies

Subject: Alcohol/Drug Policy

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Effective Date: 07-01-95

Section: 1-2-11

Revised Date: 04-24-06

- 11.01 Purpose. To provide a policy regarding use of alcohol/drugs.
- 11.02 Goal. To provide a written policy for all Township Fire Department members to follow relating to the use of alcohol or drugs.
- 11.03 Definitions.
- A) Township Fire Department Members. Includes all Associate Members, TFD Board Members, TFD employees and firefighters.

 - B) Zero Tolerance. A “zero tolerance” is established for the workplace to promote a safe and healthy workplace and to protect TFD from the impact of drug and alcohol abuse.
- 11.04 Members while under the influence or in possession of any alcohol, marijuana or other illegally controlled substance must not report to work, respond to a call, actively engage in employee or firefighting duties including training, operating communications equipment, or supervising others.
- 11.05 Under the influence means the blood alcohol concentration is above 0.00%.
- 11.06 If a member observes a person violating this policy, it is their responsibility to report their observations immediately to the Officer/Person-in-Charge.
- 11.07 It will be the responsibility of the Officer/Person-in-Charge to relieve any member of their duties if they are in violation of the drug and alcohol policy.
- 11.08 Members who violate TFD’s drug and alcohol policy will be subject to disciplinary action, up to and including termination of membership.