

DRUG AND ALCOHOL POLICY

Effective date: _____

The Company is committed to promoting a safe, pleasant, and conducive working environment for all its employees. Alcohol and drug use impairs one's decision-making abilities and judgement, which can ruin the life of the individual using it. It poses a threat to the safety and security of Company, its employees, and clients and customers and to the security of the Company's equipment and work tools.

The Company expects employees to maintain a high level of productivity and professionalism while representing the Company. Therefore, any form of drug use and alcoholism is prohibited.

This Drug and Alcohol Policy is a set of rules that outlines the Company's rules on alcohol and drug use, sanctions for misconduct, and stipulates disciplinary actions for non-compliant employees.

PART 1: DEFINITIONS

"Alcohol" means any toxic and harmful substance with addictive properties.

"Business Hours" means work hours, usually from 9:00AM to 5:00PM.

"Substances" means illegal, addictive, or harmful drugs or other substances that can cause impairment and affect an employee's ability to work effectively.

"Illegal Drugs" means substances, such as cocaine, heroine, cannabis (marijuana), and other harmful or hard drugs that are obtained illegally to stimulate the body system.

"Work Premises" means the Company's business premises.

PART 2: SCOPE

This Policy applies to all staff of

All employees are advised to read it

Alcohol Employee Manual Template Ontario

DJ Losen



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Importers Manual USA Edward G. Hinkelman, Myron Manley, Karla C. Shippey, James L. Nolan, Wendy Bidwell, Alexandra Woznick, 2005 The manual is highly organized for ease of use and divided into the following major sections
Commodity Index how to import data for each of the 99 Chapters of the U S Harmonized Tariff Schedule U S Customs Entry and Clearance U S Import Documentation International Banking and Payments Letters of Credit Legal Considerations of Importing Packing Shipping Insurance Ocean Shipping Container Illustrations and Specifications 72 Infolists for Importers

Alcoholism, a Treatment Manual Wayne Poley, Gary Lea, Gail Vibe, 1979 This book provides a general introduction to and description of North America's major drug of abuse alcohol Multidisciplinary in approach the Manual addresses itself to the variety of methods The reader is given observable behavioural and here and now techniques for treatment as well as answers to such fundamental questions as What effects does alcohol have on the individual How do we treat the alcoholic How successful are we in our efforts The Manual was written as a guide for frontline workers those who need practical answers to questions that are beyond the scope of the alcohol clinic pamphlet but are too general for the highly technical or specialized reference work It should appeal to counselors therapists educators physicians nurses law enforcement officers administrators and social workers It will also be of interest to lay readers interested in the field of alcoholism and its treatment

Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board, 2015-08 *Alcohol Control Policies in Public Health Perspective*, 1975 *Freedom of Information and Protection of Individual Privacy* Ontario, 1992 **Clinician's Handbook of Adult Behavioral Assessment** Michel Hersen, 2006 Given the vast amount of research related to behavioral assessment it is difficult for clinicians to keep abreast of new developments In recent years there have been advances in assessment case conceptualization treatment planning treatment strategies for specific disorders and considerations of new ethical and legal issues Keeping track of advances requires monitoring diverse resources limited to specific disorders many of which are theoretical rather than practical or that offer clinical advice without providing the evidence base for treatment recommendations This handbook was created to fill this gap summarizing critical information for adult behavioral assessment The Clinician's Handbook of Adult Behavioral Assessment provides a single source for understanding new developments in this field cutting across strategies techniques and disorders Assessment strategies are presented in context with the research behind those strategies along with discussions of clinical utility and how assessment and conceptualization fit in with treatment planning The volume is organized in three sections beginning with general issues followed by evaluations of specific disorders and problems and closing with special issues To ensure cross chapter consistency in the coverage of disorders these chapters are formatted to contain an introduction assessment strategies research basis clinical utility conceptualization and treatment planning a case study and summary Special issue coverage includes computerized assessment evaluating older adults behavioral neuropsychology ethical legal issues work

related issues and value change in adults with acquired disabilities Suitable for beginning and established clinicians in practice this handbook will provide a ready reference toward effective adult behavioral assessment

Handbook of Occupational Health and Wellness Robert J. Gatchel, Izabela Z. Schultz, 2012-12-21 This book integrates the growing clinical research evidence related to the emerging transdisciplinary field of occupational health and wellness It includes a wide range of important topics ranging from current conceptual approaches to health and wellness in the workplace to common problems in the workplace such as presenteeism absenteeism common illnesses job related burnout to prevention and intervention methods It consists of five major parts Part I Introduction and Overviews provides an overview and critical evaluation of the emerging conceptual models that are currently driving the clinical research and practices in the field This serves as the initial platform to help better understand the subsequent topics to be discussed Part II Major Occupational Symptoms and Disorders exposes the reader to the types of critical occupational health risks that have been well documented as well as the financial and productivity losses associated with them In Part III Evaluation of Occupational Causes and Risks to Workers Health a comprehensive evaluation of these risks and causes of such occupational health threats is provided This leads to Part IV Prevention and Intervention Methods which delineates methods to prevent or intervene with these potential occupational health issues Part V Research Evaluation Diversity and Practice concludes the book with the review of epidemiological measurement diversity policy and practice issues with guidelines on changes that are needed to decrease the economic and health care impact of illnesses in the workplace and recommendations for future All chapters provide a balance among theoretical models current best practice guidelines and evidence based documentation of such models and guidelines The contributors were carefully selected for their unique knowledge as well as their ability to meaningfully present this information in a comprehensive manner As such this Handbook is of great interest and use to health care and rehabilitation professionals management and human resource personnel researchers and academicians alike

Hill's Manual of Social and Business Forms Thomas Edie Hill, 1887 Every Canadian's Guide to the Law Linda Silver Dranoff, 2011-03-22 This indispensable reference guide first published in 1997 and now in its fourth edition has been fully updated to reflect current important changes in Canadian law Every Canadian's Guide to the Law unfolds in a clear accessible cradle to grave format addressing issues from fetal rights to human rights from teen sexuality to marriage and divorce from workplace issues to will and estate issues Linda Silver Dranoff provides insight into the process of law and how it responds to changing social values revealing how laws evolve over time and pointing to future trends The new edition addresses important legal developments including significant changes to family law from stricter rules against non disclosure and non payment to tough orders against parental alienation from revised pension sharing rules to the novelty of three or more support paying parents for some children This encyclopedic guide elucidates new rights for the self employed drastic changes to retirement rules laws against identity theft dramatic changes to criminal law sentencing and upgraded

protections for children and more As the number of self represented litigants continues to grow the need for an easy to understand and comprehensive guide to Canadian law has never been greater **Alcohol Health and Research World** ,1983 **Resources in Education** ,2001-10 **Legalese with Ease** Malcolm MacKillop,Adrian Miedema,2003 *Importers Manual USA.* ,1998 *OHS Canada* ,2000 *Public Employee Relations Library* ,1973 **Occupational Alcoholism** Norman R. Kurtz,Bradley Googins,William Howard,1984 481 entries to monographic and serial literature Topical arrangement Each entry gives bibliographic information and annotation Author category indexes **Global Encyclopedia of Public Administration, Public Policy, and Governance** Ali Farazmand,2023-04-05 This global encyclopedic work serves as a comprehensive collection of global scholarship regarding the vast fields of public administration public policy governance and management Written and edited by leading international scholars and practitioners this exhaustive resource covers all areas of the above fields and their numerous subfields of study In keeping with the multidisciplinary spirit of these fields and subfields the entries make use of various theoretical empirical analytical practical and methodological bases of knowledge Expanded and updated the second edition includes over a thousand of new entries representing the most current research in public administration public policy governance nonprofit and nongovernmental organizations and management covering such important sub areas as 1 organization theory behavior change and development 2 administrative theory and practice 3 Bureaucracy 4 public budgeting and financial management 5 public economy and public management 6 public personnel administration and labor management relations 7 crisis and emergency management 8 institutional theory and public administration 9 law and regulations 10 ethics and accountability 11 public governance and private governance 12 Nonprofit management and nongovernmental organizations 13 Social health and environmental policy areas 14 pandemic and crisis management 15 administrative and governance reforms 16 comparative public administration and governance 17 globalization and international issues 18 performance management 19 geographical areas of the world with country focused entries like Japan China Latin America Europe Asia Africa the Middle East Russia and Eastern Europe North America and 20 a lot more Relevant to professionals experts scholars general readers researchers policy makers and manger and students worldwide this work will serve as the most viable global reference source for those looking for an introduction and advance knowledge to the field *Magistrates' Manual ; Or, Handy Book Compiled from the Revised Criminal Law, Revised Statutes of Canada, and Revised Statutes of Ontario, 1887, with the Several Amendments Made Thereto* J. T. Jones,1889 *Research in Education* ,1974 **Addiction at Work** Hamid Ghodse,2017-05-15 Drugs and the workplace just don t mix Yes most users of illicit drugs are employed adults and there s a high correlation between levels of stress income and alcohol abuse amongst professional and managerial employees But the risks associated with drug use and abuse in the workplace have been well defined Addiction at Work enables you to understand the background and extent of the problem the cost of drug abuse to your organization the role your own organizational culture may have in encouraging drug misuse the risks

associated with dangerous or stressful jobs There are also chapters to help you understand the symptoms of drug abuse and the potential risks associated with perfectly legal prescription or over the counter medicines The right kind of drug policy can be a significant weapon to fight this problem So Addiction at Work explores your responsibility as an employer and how to design communicate and implement a policy that is appropriate for your organization Finally there are chapters on the tools and techniques open to your organization for tackling the problem head on ways of addressing problem behaviours the advantages and disadvantages of drug screening and the ethics associated with this practice employee assistance programmes and specialist care and finally the employment law issues around drugs Addiction at Work has been written by some of the world authorities on drug use in the workplace It is an essential reference for organizations seeking a way through the human ethical and legal issues and the risk they present to any employer of a social problem that is increasingly impacting employees whatever their work or the nature of their workplace

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