

# REGULATIONS

<b>SUBJECT:</b> <b>Alcohol and Drugs</b>
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1. The Lambton Kent District School Board recognizes that many individuals require prescription drugs, used under the authority of a physician, or over the counter medicines, to maintain their health, or combat disease. Individuals are required to disclose prescribed or authorized drug use which may impair the ability to perform assigned duties safely and effectively. The Board has a duty to accommodate employees with medical conditions with due consideration for the Occupational Health and Safety Act.
2. The Board prohibits the illegal and irresponsible use of alcohol and drugs by establishing preventative programs for employees, preventative curriculum for students, early intervention measures for both employees and students, and by administering, when deemed necessary, disciplinary actions in accordance with federal and provincial laws and regulations.
3. Employees, students, Trustees, parents/guardians, volunteers, guests, visitors, contractors, services providers impaired by alcohol and/or drugs will either be removed from or will be refused admission to Board facilities.

Implementation Date: February 23, 1999

Revised: August 2002

Reviewed: October 11, 2005, January 13, 2009

Revised: May 14, 2013, November 13, 2018

Reference: LKDSB Policy  
Ontario Health and Safety Act