

SOUTH LANE COUNTY FIRE & RESCUE BOARD POLICY

SECTION PERSONNEL
POLICY B-4

ALCOHOL AND DRUG POLICY

4.0 INTRODUCTION:

The Fire Chief shall adopt District SOG's pertaining to substance abuse based on industry standards and in compliance with State and Federal laws.

4.1 District personnel are expected to act in a responsible manner whenever on-duty or representing the District and shall avoid any behavior which discredits themselves or the District.

4.2 The provisions of this policy are consistent with ORS 682.025 (15) (a) and OAR 333-265-0000 (38) (a) [Emergency Medical Technicians: Unprofessional Conduct].

4.3 The Drug and Alcohol Policy described in Appendix B of the Collective Bargaining Agreement with Local 851 shall be the policy applied to all District personnel.

4.3.1 District personnel who are taking prescription or non-prescription medications due to an underlying physical or mental disability shall report the use of such medications to their supervisor if the use of such medications may impair judgment or the ability to safely perform duties.

A. The Fire Chief or their designee shall have the authority to vary the application of this policy with respect to the use of such prescription or non-prescription drugs in order to reasonably accommodate the member's disability, provided, however, that no such accommodation shall create a safety risk for the public, other District personnel, or the member.

4.3.2 No open container(s) of alcoholic beverages shall be on the premises of any District property. No open/closed containers of alcoholic beverages shall be on any District apparatus or vehicle regardless of their location.

Adopted: 06-04-2003

Revised: 11-21-2019

Reaffirmed: