

Alcohol and Drug Free Workplace Policy

Employees are prohibited from using any controlled substance (such as alcohol or drugs) in the workplace, or in circumstances that the council believes might adversely affect our operations, or the safety of members or staff. Employees are also prohibited to perform work on behalf of the GSOSW while under the influence of any controlled substance, to be in this condition while on company property, or in other circumstances we believe might adversely affect our operations, or the safety of members or staff. Additionally, employees are expected to report to work fit for duty and free of any adverse effects of any controlled substances.

We do not require employees to submit to drug and alcohol screening pre-employment or post work-related accidents. However, the council reserves the right to impose drug and alcohol screening and/or disciplinary action on employees who exhibit signs of being under the influence of controlled substances, by our standards of reasonable suspicion.

Company Social Events

As a limited exception, there may be some company work-affiliated social functions events or meetings where alcohol may be served/is available. Any consumption of alcohol in these circumstances must be in moderation, and limited to the end of your workday. You should not return to work nor perform any additional work-related tasks after consuming alcohol. You are expected to act appropriately and professionally at all times.

Employees representing GSOSW at public events, i.e., conferences, seminars, galas, etc. must be responsible regarding their use of alcohol and abiding by the laws and policies of the jurisdiction and organization they are visiting. GSOSW may take disciplinary action against individuals whose use of alcoholic beverages negatively affects GSOSW's public image, business operations or the health, safety and welfare of the public, or GSOSW's staff and members.

Prescription Medications

This policy does not prohibit employees from the lawful use and possession of prescribed medications. It is the responsibility of the employee to manage their own medication(s), including knowledge of potential side effects, and to inform Human Resources of a known need, or potential need for accommodation or leave of absence. Employees who do not take this step to proactively request accommodation or leave of absence may be subject to the provisions of this policy, covering employees who appear under the influence of a controlled substance while at work or in the commission of work-related activities.

Camp Staff

Camp Staff are prohibited from bringing any non-prescription controlled substances to the worksite/camp. Any prescription controlled substances must be secured in the camp medical facilities, inaccessible to children and unauthorized users.

Camp Rangers

Camp rangers and other staff residing onsite at GSOSW property must abide by the Alcohol and Drug Free Workplace Policy in all parts of the camp site, or other GSOSW facility, outside of their private residence. Staff residing onsite can only possess and/or consume legal controlled substances within the boundary of their private onsite residence outside of work hours. Any controlled substances must be secured behind a locked door, with no access to members, volunteers, girls, or the public. Staff are not permitted to smoke any combustible materials in their GSOSW residence, and may only smoke in designated smoking areas.

Smoke / Vape / Chew-Free Environment

GSOSW strictly prohibits the smoking, vaping and chewing of tobacco, or other products at GSOSW facilities, including indoors, within 10-feet of any exterior doors or windows, in parking lots, or in the presence of girls, volunteers, or members.

Violations should be reported to HR or the CEO.