



POLICY # E.5.E

## **Employee Health and Safety – Cannabis, Alcohol and Illicit Drug Free Workplaces**

The SEC Board believes that SEC's working and living environments must be safe, comfortable, welcoming and conducive to effective teaching and learning and living. Substance abuse threatens this environment. Therefore, the unlawful manufacture, distribution, possession or **use** of any substances such as Cannabis, or alcohol or illicit drugs, whether legal or not, is prohibited in SEC grounds, including all buildings and vehicles while working. You shall not be impaired while at work.

Impairment is defined as not being able to perform normal daily tasks that one would perform at work if one was not under the influence of cannabis, Alcohol or Illicit Drugs.

Consequences for employees who contravene this policy are outlined in the accompanying procedure. The Director/Principals and Direct supervisors shall ensure, on an annual basis, that employees are aware of this policy and regulations.

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