



The use of alcohol or illicit drugs while working will not be tolerated for any St Dominic's Parish employee.

When at work:

- The Parish will not allow any Worker to report for work in such a condition that the employee is unable to perform his/her duties properly and safely. An individual who attempts to function while under the influence of drugs or alcohol risks their own safety and the safety of others
- If the health or safety of an individual is endangered a manager may choose to remove the instigating employee from a work place
- Any Employee found to be under the influence of alcohol or illicit drugs, will be subject to the disciplinary procedures for misconduct
- If you suspect that prescription drugs may affect/be affecting another employee's work performance, you must notify your Manager as soon as possible
- When the possession or consumption of illicit drugs is suspected in Parish premises, property or time, the matter will also be treated as a security issue

Social Occasions:

- The consumption of alcohol is acceptable at social occasions when authorised by the Parish.

Contractors:

- It is unacceptable for any person contracted to provide a service to the Parish to be affected by alcohol and illicit drugs while working on the Parish's worksite.
- If you suspect that prescription drugs may affect/be affecting a contractor's performance, you must notify your Manager as soon as possible.
- If a Contractor's behaviour on a Parish worksite is found to be unsafe, they may be removed from the workplace so as not to endanger their own safety and the safety of others.

Father Gilbert Ramos

Date