

The mission assigned to the Sir Wilfrid Laurier School B

The objectives of this policy are the following:

Eliminate the risks associated with tobacco, drug and alcohol use or misuse to ensure the health and safety of employees and the safety of students and the public (including, in particular, parents, education and health professionals, volunteers, suppliers, subcontractors and consultants working for the school board) and maintain the quality of educational services.

Any substance, including cannabis and pharmaceutical drugs, that may alter the way a person thinks, perceives or acts and that may consequently reduce his ability to function normally. Pharmaceutical drugs (or medication) are chemical substances used to prevent, cure or improve the symptoms of an illness or medical condition. No distinction should be made here between over-the-counter and prescription drugs.

Any person remunerated for working for the school board, regardless of his or her status. For the purposes of this policy, the notion of employee also includes commissioners.

: With the necessary adjustments, this policy also applies to parents, health and education professionals, volunteers, suppliers, subcontractors and consultants working for the school board.

: All buildings and facilities that the school board owns, rents or uses and all locations in

- 5.3.2 To be in possession, consume, distribute, manufacture, offer, sell, exchange or otherwise use drugs or alcohol, in whatever form, while they are at work or in the workplace;
- 5.3.3 To be in possession of a prescription medication without the authority of a physician, to misuse medication, and to distribute, manufacture, offer, sell or exchange medication, in whatever form, while working or in the workplace;
- 5.3.4 To consume drugs or alcohol in any SWLSB building, or other locations, while students are present (see section 7.0 for exceptions);
- 5.3.5 The guiding principles are not meant to prevent the distribution or the administration of medication to students as part of the procedures in effect or generally recognized for this purpose in the school board.

- 6.7. Failure to cooperate, either by refusing to cooperate, giving a late consent or using any other tactic aimed at influencing test results, is considered a breach of policy.
- 7.1 When a social, cultural, sports, promotional or fundraising event is organized, directly or indirectly, by the school board or in which the school board participates, the following rules must be strictly observed:
 - 7.1.1 The event must be authorized by the immediate superior beforehand.
 - 7.1.2 Alcohol may not be served to minors.
 - 7.1.3 Minors who are not with a parent or a responsible adult may not be admitted to the event, unless their presence is specifically required.
 - 7.1.4 Alcohol service must be provided by persons over the age of majority who are not students of the school board.
 - 7.1.5 The laws and regulations in effect must be respected when serving alcohol.
- 7.2 Despite the foregoing, alcohol consumption is strictly prohibited for employees who must drive a vehicle while performing work duties.

Physical signs of alcohol overconsumption and intoxication are recognizable as follows:

Slurred or incoherent speech
Poor balance and dumsiness
Delayed reflexes
Stomach pains, vomiting or nausea
Loss of consciousness or blacking-out