



EISCAT Scientific Association

Drug free policy



EISCAT Policy Document

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1. Introduction

The EISCAT Scientific Association (EISCAT) is committed to providing a safe work environment and to fostering the well-being and health of both its staff and visitors. That commitment is jeopardized when any member of the EISCAT staff, or any visitor, uses illegal drugs or alcohol on the job, comes to work with these substances present in his/her body, or possesses, distributes, or sells drugs in the workplace.

2. Scope

EISCAT has established the following policy with regard to alcohol and other drugs to ensure that we can meet our obligations to our staff, visitors, funding agencies, and the public.

The goal of this policy is to balance our respect for individuals with the need to maintain a safe, productive, and drug-free environment. The intent of this policy is to offer a helping hand to those who need it, while sending a clear message that illegal drug use and alcohol abuse are incompatible with working at EISCAT.

This policy applies across all EISCAT locations and to all persons present at those locations including directly employed staff members, staff employed through host institutions, visitors, and any guests who may be present from time to time.

3. Rules

1. It is a violation of our policy for any member of staff or any visitor to possess, sell, trade, or offer for sale illegal drugs or otherwise engage in the use of illegal drugs or alcohol on the job.
2. It is a violation of our policy for anyone to report to work under the influence of illegal drugs or alcohol - that is, with illegal drugs or alcohol in his/her body.
3. It is a violation of our policy for anyone to use prescription drugs illegally. (It is not a violation of our policy for a staff member to use legally prescribed medications, but a staff member should notify his/her supervisor if the prescribed medication will affect the staff member's ability to perform his/her job.)
4. Violations of this policy are subject to disciplinary action ranging from a letter of reprimand to suspension from work without pay, up to and including dismissal.

4. Roles and responsibilities

It is the responsibility of all those in supervisory positions counsel staff, and visitors where necessary, whenever they see changes in performance or behaviour that suggest that a staff member or visitor has an alcohol or other drug problem. Although it is not the supervisor's job to diagnose the problem, the supervisor should encourage such persons to seek help and tell him/her about available resources for getting help. Because all members of staff are expected to be concerned about working in a safe environment, they also should encourage their fellows who may have an alcohol or other drug problem to seek help.

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