

Policy:

Rockford Ambulance operations involve the safety and well-being of thousands of persons dependent upon its services. It is essential that all employees be alert and in full possession of their faculties when on duty. It is the policy of Rockford Ambulance that all employees must be free of the effects of drugs, intoxicants and alcohol at all times as a condition of employment. Drinking alcoholic beverages or using drugs during working hours, or during breaks, between shifts or at lunch, or working or reporting to work when ability to perform is impaired by such is strictly prohibited and will result in termination of employment.

USE OF ALCOHOL

Consumption of alcoholic beverages during working hours, during breaks, or at lunch is prohibited if the employee is scheduled or may be assigned to work thereafter on the same workday. Rockford Ambulance also recommends that employees refrain from the use of alcoholic beverages within an eight hour period prior to the start of their shift because of the residual effects of alcohol. Personnel not involved in direct patient care may, with management's approval, be exempt from this provision for specific meetings or functions where alcohol may be served.

PROHIBITED SUBSTANCES/UNAUTHORIZED ITEMS

On-duty employees may not use any mind altering or function altering substances, including, but not limited to controlled substances, marijuana and prescription drugs. Any prescribed drugs shall be in the original vial and shall be in the employee's name. Any employee using a prescribed drug should consult with his or her physician regarding the effects of the medication in relation to the operation of motorized vehicles and/or machinery.

On-duty employees may not use any over-the-counter medications where the manufacturer advises against their use while operating motorized vehicles and/or machinery. Employees should read all labels carefully. On-duty employees may not have any other unauthorized items in their possession or in any area used by them or under their control. Unauthorized items include, but are not limited to, drug paraphernalia.