

**TL'AZT'EN NATION
"ZERO-TOLERANCE"
ILLEGAL SUBSTANCE ABUSE AND
ALCOHOL AND PRESCRIPTION DRUGS MISUSE POLICY**

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I. INTRODUCTION

Policy: It is the policy of Tl'azt'en Nation to maintain a drug-free workplace.

Purpose of the Policy:

1. This policy is developed to address employee health and administrative problems related to the abuse of illegal substances, and the misuse of alcohol and prescription drugs by the Tl'azt'en Nation employees.

Rationale for the Policy:

2. Tl'azt'en Nation general membership and Chief and Council have long been concerned with the widespread and increasing abuse of alcohol, and illegal and prescription drugs by Tl'azt'enne. This concern has been articulated in various community meetings and it has lately been documented in a comprehensive manner in Tl'azt'en Health Assessment Study.
3. Tl'azt'en Education Society has been increasingly concerned with the abuse of drugs by students and especially staff members who interact with Tl'azt'en students on a daily basis.
4. Tl'azt'en Administration has expressed over a long period of time a growing concern about poor staff performance, absenteeism, and tardiness due to the abuse of illegal substances, and the misuse of alcohol and prescription drugs by Tl'azt'en Nation employees.

Prescription drugs:

7. Any personnel member within the scope of this policy taking any prescription drugs is expected to notify her/his supervisor about the nature and the duration of her/his medication.
8. Any personnel member within the scope of this policy taking any prescription drugs is expected to secure his/her medication while at work in order to ensure that his/her medication is not within reach of any students.
9. All personnel within the scope of this policy are prohibited from using any prescription drug if the drugs in question are not specifically prescribed to their names.

III. IMPLEMENTATION OF THE POLICY

1. The Director of Education is personally responsible to establish whether a specific violation has occurred based on his/her evaluation of all evidence relevant to the case in question.
2. Any violation of the above mentioned restrictions or codes of conduct constitutes a "Cause for Dismissal" as identified within the framework of the Tl'azt'en Nation Human Resources Management Policy and Procedures.
3. Any employee within the scope of this policy reporting to work under the influence of drugs, alcohol, or in an otherwise unfit condition to work may be subject to suspension without pay, or referral for testing, or discharge, or other action as deemed appropriate by management.
4. The Director of Education may at any time refer any personnel within the scope of this policy to the Tl'azt'en Nation Substance Abuse Counselor for counseling, screening, or drug test.
5. The Director of Education together with Tl'azt'en Nation Substance Abuse Counselor may determine specific treatment and/or counseling provisions as part of a personnel member's employment conditions.
6. If an employee voluntarily seeks help regarding a drug or alcohol problem, she/he shall be referred to the Tl'azt'en Substance Abuse Counselor on a confidential basis.
7. In the event of a question or complaint arising under this policy, the employee should follow the steps outlined in the Tl'azt'en Nation Grievance (Appeal) Process Policy.
8. All matters under this policy shall be treated as confidential.

5. This policy is therefore developed to address the above-mentioned concerns and to ensure that the health and the safety of Tl'azt'en employees, children, and youth are not compromised.

Scope of the Policy:

8. This policy is applicable to any Tl'azt'en Nation employee whose work is administered and supervised by the Director of Education or a delegate.
9. This policy is applicable to any Tl'azt'en Nation employee who works in any capacity at Eugene Joseph School, at Tl'azt'en Community Learning Centre, and/or at any other facility used by Tl'azt'en Nation Education Department for education / training purposes.

II. RESTRICTIONS AND CODES OF CONDUCT WITH REGARD TO ILLEGAL SUBSTANCE ABUSE AND MISUSE OF ALCOHOL AND PRESCRIPTION DRUGS.

Illegal substances and alcohol:

Definition: Illegal substances include but are not limited to marijuana, cocaine, by products of cocaine, heroine, etc.

1. All personnel within the scope of this policy are prohibited from using any illegal substances or alcoholic beverages in all buildings administered by Tl'azt'en Nation.
2. All personnel within the scope of this policy are prohibited from using illegal substances or alcoholic beverages during educational activities at all times while the activities taking on or off school grounds.
3. All personnel within the scope of this policy are prohibited from using any illegal substances or alcohol beverages during extracurricular activities while the activity is in progress.
4. All personnel within the scope of this policy are prohibited from using any illegal substances or alcoholic beverages in a planned social activity in the presence of a Tl'azt'en Nation student.
5. All personnel within the scope of this policy are expected to be free from any illegal substances.
6. All personnel within the scope of this policy are expected to control their alcohol consumption to eliminate all affects of alcohol on their work performance

THIS BY-LAW IS HEREBY made at a duly convened meeting of the Council of the
Tl'azt'en Nation this 8 day of Sept., 1999.

Voting in favor of the by-law are the following members of the Council:

Bernice Wilkes
(Member of the Council)

[Signature]
(Member of the Council)

Conrad Joseph
(Member of the Council)

[Signature]
(Member of the Council)

Gloria Duncan
(Member of the Council)

[Signature]
(Member of the Council)

Being the majority of those members of the Council of the Tl'azt'en Nation Band present
at the aforesaid meeting of the Council.

The quorum of the Council if _____ members.
Number of members of the Council present at the meeting is _____.

I, Danny Alex's Chief/Council of the Band, do hereby certify that a true
copy of the foregoing by-law was mailed to the Minister of Indian Affairs and Northern
Development at the District/regional/Hull office (asthe case may be) pursuant to the
subsection 82(1) of the Indian Act, this 8 day of Sept. 1999.

Bonita Monk
(Witness)

Danny Alex's
(Chief/Councilor)