

---

<b>TITLE</b>	2018-062
<b>POLICY NO:</b>	Recreational Marijuana Utilization

---

**POLICY STATEMENT:**

It is the goal of Superior EMS to portray a positive image and protect the health and well-being of the public and employees and volunteers by implementing a recreational marijuana utilization policy. Although Provincial legislation currently permits the consumption of marijuana anywhere cigarette smoking is permitted, impairment occurs. As a result, the following policy has been implemented:

**SCOPE:**

All Staff and Volunteers

**POLICY:**

1. No Superior EMS employee may carry on their person or consume marijuana during a shift.
2. No Superior EMS employee may carry on their person or consume marijuana on any Superior EMS property, or in any Superior EMS vehicle (on or off duty operation).
3. No Superior EMS employee may provide patient care, operate a company vehicle, or engage in community activities in any form while impaired by **any** substance including marijuana.
4. No Superior EMS employee may attend a shift within **24 hours** of utilizing marijuana.
5. Any employee showing signs of impairment will be required to submit to targeted drug testing. Failure to comply will result in disciplinary action.
6. Marijuana will remain one of the substances tested during random/targeted drug testing per company policy. A positive test, and evidence of impairment is grounds for termination.
7. In compliance with applicable workplace legislation, Superior EMS will make accommodations for anyone utilizing medical marijuana properly prescribed if accommodations are available. Appropriate documentation is required.

---

<b>Date of Approval:</b>	October 17, 2018
<b>Date to be Reviewed:</b>	October 17, 2019
<b>Authority:</b>	Chief of EMS Operations

---



---

**EMS OPERATIONS DIVISION**

[www.superiorems.ca](http://www.superiorems.ca)

[info@superiorems.ca](mailto:info@superiorems.ca)

705.253.3301