

15. Drugs and Alcohol

- (a) Staff will endeavour to encourage and support the physician's protocol regarding individuals' use of drugs and alcohol.
- (b) Staff will respect the rights of individuals over the age of 19 who choose to consume alcohol and of those who choose not to. For those who choose to consume alcohol, staff will ensure that reasonable steps are taken to protect the person's safety and well-being.
- (c) The use, sale or possession of illegal drugs on Society property is strictly forbidden. Any illegal substance will be turned over to the appropriate law enforcement agency.
- (d) Use of drugs and alcohol by employees is addressed in the Code of Conduct.