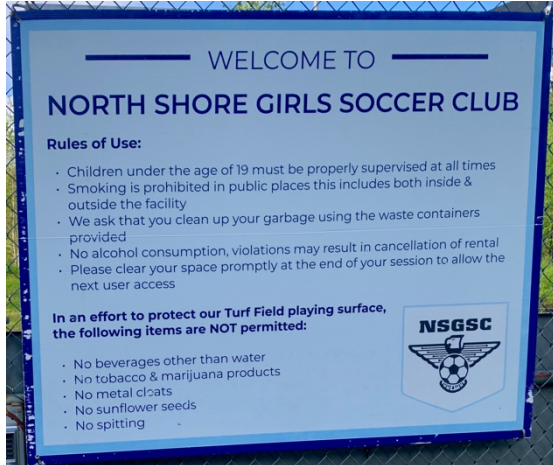




NSGSC Substance Use Action Plan

Updated April 2024

IMPAIRMENT-FREE NSGSC



“Impairment-Free NSGSC” promotes a safe and healthy community for our employees, members, and residents.

These guidelines are to protect employees and Club members from being impaired by or at risk of impairment by drugs and/or alcohol during “Club Events” including but not limited to team training, games and competitions/tournaments, development centre programs and camps, NVSD Academy, Club organized events and celebrations, and informational or educational meetings.

In order to best serve our community, it is vital that our employees and volunteer leaders are not impaired by drugs or alcohol while at work/on-field and are not in possession of drugs or alcohol during Club Events. Impairment from drugs or alcohol can result from acute, recent use, hangover effects, chronic use, and/or withdrawal effects.

“**Impairment**” - Refers to the deterioration of an individual's judgment or a decrease in their physical ability as a result of Substance use. Even small amounts of a Substance can affect your mental and physical abilities. Different Substances act on your brain in different ways, but almost all affect your: attention, judgment, motor skills, reaction time, decision-making skills, balance and coordination.

“**Drugs**” - Includes illegal or illicit drugs, cannabis in any form, or prescription medications which can negatively affect work performance.

“**Smoke-Free Workplace**” - Non-smokers should not have to encounter second-hand smoke. NSGSC has adopted a smoke-free Workplace in accordance with the BC’s Tobacco and Vapour Products Control Act. Smoking isn’t permitted anywhere inside or around Club premises. Smoking is only permitted outside in designated areas and must be at least 6 - 10 metres away from the windows, doorways, and air intakes of public places to protect indoor air quality.

GUIDELINES

- ⇒ ZERO Tolerance - on the use, possession of, or being impaired by or at risk of impairment while in attendance at Club Event, work or at any field or facility that NSGSC is associated with during sanctioned/permitted NSGSC time.
- ⇒ FIT FOR DUTY – everyone, including volunteers and contractors, are expected to report fit for duty for scheduled work/team sessions and be able to perform assigned duties safely and acceptably without any limitations due to use or after-effects of Substances, or any other substance that may impair judgment or performance.
- ⇒ PRESENCE - of illicit drugs, recreational cannabis, or alcohol at NSGSC Club Events is not permitted. Any illicit drug or drug paraphernalia found during Club Events will be turned over to the appropriate authorities and may result in criminal prosecution. As with any case of Misconduct, you'll be subject to disciplinary measures, up to and including termination of your employment or volunteer duties with Just Cause for violation of these guidelines, depending on the circumstances and severity and frequency of the violation(s).
- ⇒ CASUAL EVENTS, MEETINGS & CELEBRATIONS - Many of us may believe that a Club or Team organized party or social is no different than a gathering with friends and family. However, these types of situations are considered a "Club Event".
 - Being intoxicated is inexcusable and dangerous for your physical well-being and the wellbeing of others — particularly when driving.
 - Intoxication can also result in embarrassing and inappropriate situations with event attendees. Consider up front that your behaviour will likely be observed by everyone — your direct reports, peers, Senior Management, Board, volunteers — and their spouses.
 - Take responsibility for your own consumption of Legal Substances and moderate your intake.
 - Avoid the potential for unsafe outcomes and a depreciation of your reputation that can stem from Intoxication and inappropriate behaviour at Club Events.
- ⇒ PRECAUTIONS - at Club Events where event-appropriate Legal Substances are served or permitted, the Club may take the following actions:
 - Remind the attendees of these Guidelines and of their obligations as guests of Club events.
 - Provide a selection of non-alcoholic beverages as alternatives to alcoholic beverages.
 - Limit the amount of event-appropriate Legal Substances available to each attendee.
 - Make attempts to prevent an attendee who shows outward signs of Intoxication from continuing to consume event-appropriate Legal Substances.
 - Appoint a designated driver or provide alternate means of transportation to attendees who show outward signs of impairment or Intoxication.
 - Prevent an attendee who shows outward signs of Intoxication from leaving the event unaccompanied

- ⇒ OBSERVATIONS - suspicion of impairment may include:
 - Slurred speech
 - Inability to gain balance or footing
 - Watery or red eyes
 - The odour of illicit drugs, cannabis, or alcohol
 - Dilated pupils
 - Exhibiting unusual behaviour
- ⇒ PROCEDURES - if you're suspected of impairment, and if possible, the opinion of two managers will be sought to corroborate the observation of your behaviour and suspicions of impairment:
 - Substantiation of the suspicion by the best judgment of two management individuals is sufficient to deem you unfit for duty and does not require a blood test or breathalyzer.
 - You'll be sent home safely by taxi or by other means.
 - If your impairment is such that there appears to be an immediate danger to your health, the Club will call an ambulance or get you to the nearest medical facility.
 - You won't be permitted to operate a vehicle if you're suspected of impairment.
 - If you don't cooperate and insist on driving yourself home, the Club will contact the Police authority.
 - A meeting will be scheduled for as soon as possible following the event and will include you, the Executive Director or Director of Coaching and the appropriate TDM or additional staff member who will determine appropriate disciplinary measures.
- ⇒ EMPLOYEE ASSISTANCE - NSGSC will provide assistance to employees with drug and/or alcohol abuse problems who come forward to seek assistance and/or treatment for such problems in accordance with our benefits plan.