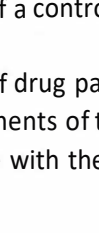


<b>Rappahannock County Volunteer Fire and Rescue Association</b>	<b>Number: SOG-206</b> <b>Page 1 of 3</b>
<b>SUBJECT: Anti-Substance Abuse</b>	<b>Effective Date: 11/18/2022</b>
<b>Written By: Todd Summers</b>	<b>Issued By: </b>

**Sean Knick**

**PURPOSE:** This policy seeks to ensure a safe and drug-free environment by prohibiting specific behaviors and by instituting an alcohol and drug testing program for all fire and rescue personnel that perform safety related functions.

**DEFINITIONS:**

- A. **Alcohol** - Any substance that may be consumed and contains ethanol.
- B. **Controlled Substance "Drug or Drugs"** - As defined in Schedules I - V of Section 202 of the Controlled Substance Act (21 U.S.C. Section 812:21 D.F.R. Part 1308 [1989]) or in Schedules I - VI of the Drug Control Act of 1970 (VA Code Sections 54.1-3400, 54.1-3446, 54.1-3448, 54.1-3450, 54.1-3452 and 54.13456, as amended).
- C. **Drug Paraphernalia** - Any article or equipment intended to be used to administer or consume drugs.
- D. **On-Duty** - Anytime a member is engaged in a safety-sensitive function.
- E. **Safety-sensitive Functions** - A broad term that applies to all activities encountered in the mitigation of emergency incidents that include but are not limited to: fire suppression, EMS delivery, training activities, duty crew assignment, home response, operation of vehicles and equipment, public education programs, public services, and other activities that involve the public trust or presents a safety risk.
- F. **Reasonable Suspicion** - A belief based upon objective, articulable facts and reasonable inferences drawn from those facts that a person has engaged in or is engaging in the conduct prohibited by this policy.

**POLICY:**

- 1. All members will be free from the effects of drugs and alcohol while performing safety-sensitive functions.
- 2. Prohibited Conduct
  - a. The possession, consumption, or distribution of alcohol on duty.
  - b. Having a blood alcohol level while on duty of 0.04 or higher.
  - c. The unlawful purchase, sale, trade, use, possession, or distribution of a controlled substance.
  - d. The unlawful purchase, sale, trade, use, possession, or distribution of drug paraphernalia.
  - e. Refusal to comply with any portion of the detection/testing requirements of this policy.
  - f. Attempts to alter or substitute any specimen provided in compliance with the detection/testing requirements of this policy.

**TESTING:**

- 3. All members who perform safety-sensitive functions shall be subject to alcohol and drug testing as required by this policy to include marijuana, PCP, barbiturates, benzodiazepines, cocaine, opiates, blood alcohol, and breath alcohol.

4. All applicants for membership shall be subject to drug testing as part of their entrance selection process **at the discretion of the Chief.**
5. Any affected member may be ordered to submit to a drug and/or alcohol test if there is suspicion of being under the influence
6. Any testing required under this policy is to be completed as soon as testing is available. Delaying testing as a means to avoid detection is considered the same as refusing to comply.
7. Any affected team member involved in an accident shall submit to a drug and/or alcohol test:
  - a. If the accident results in death, bodily injury or property damage that appears to exceed \$2,000;
  - b. If determined to be at fault by law enforcement on the scene; or
  - c. If anyone involved in the accident is transported to the hospital.

#### **TESTING AND REPORTING PROCEDURES:**

8. The collecting and testing of samples for drug screening will be conducted under the following guidelines:
  - a. Drug screening costs will be paid by the company/department.
  - b. Drug screening during normal business hours will normally be conducted by a certified testing agency or company at a location designated by the Chief as close to the company/department as possible.
  - c. Drug screening after business hours testing will normally be conducted by a certified testing agency or company at a location designated by the Chief as close to the company/department as possible.
  - d. Drug screening will consist of urinalysis testing utilizing EMIT method for initial testing.
  - e. The individual to be tested will provide two urine samples in accordance with the instructions provided by the testing facility.
  - f. At the time of the urine sample collection, the involved member will complete a form indicating all medications used in the preceding two-week period.
9. Drug Screening results:
  - a. Drug screening results will be provided to the Chief (or President if the Chief is being tested). These test results will be considered confidential and dissemination of said information will be limited to those determined by the Chief or President. Members will have access to their individual test results.
  - b. Each company/department will maintain a record of drug screening results in a confidential and secured file.
  - c. In the case of a positive test reading (one where the presence of illegal drugs is detected), the Chief or President shall direct the sample testing positive be tested again utilizing the EMIT method by the facility that performed the first test.
  - d. If the second test also results in a positive reading, the results of the two drug screenings will be deemed as proof of the presence of a prohibited substance, pending results of an independent test, should one be requested by the involved member.
  - e. The involved member with a positive test result of the second test will have the right to send a second sample (which was taken at the time of the tested sample and held in a

secure location) to a laboratory of their choice for independent testing in accordance generally with State Code. The member shall notify the Chief or President in writing of his/her request to have a second sample tested within ten days of being notified of positive specimen results. Laboratories must be certified by the state or federal government for this purpose.

10. The collecting and testing of samples for alcohol screening will be conducted under the following guidelines:
  - a. When there is reasonable suspicion by a Chief or other operational officer that a member is under the influence or may have alcohol on their person while on duty, that member will be immediately restricted from any safety-sensitive activity and required to submit to a blood test or a breathalyzer test to determine the presence of alcohol in their blood.
  - b. Random screenings will not be conducted for alcohol use.
  - c. Members directed to submit to a blood or breathalyzer test must be informed of the facts giving rise to reasonable suspicion and results of the test.
  - d. All positive tests for the detection of alcohol in violation of this policy will result in appropriate follow-on action as determined by the Chief, which may include suspension or termination.

**RESPONSES:**

11. Positive Drug or Alcohol Test Results, lacking a non-positive independent test result, will result in appropriate follow-up action including suspension or termination.
12. Failure to get tested within the required time frame will result in immediate suspension and possible termination of membership.
13. Substance abuse is a problem that can often be effectively treated. Members who may be suffering from any drug or alcohol related problems are encouraged to seek counseling and treatment services.

**AUTHORITY TO DEVIATE FROM THIS POLICY:**

14. Authority to deviate from this policy and the resulting accountability for that deviation rests solely with each Company's Chief.