

Update: Workplace Impairment Policy

Human Resource Services

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Occupational Health and Safety legislation requires that the University of Alberta provide a safe, healthy and productive work environment for all faculty and staff.



This policy is not just about cannabis

The use of drugs, alcohol, medications or other substances and/or physical or mental health conditions can impair work performance and create significant risk to people, property, research and reputation.



Outline the responsibilities and expectations associated with workplace impairment and fitness for work



- Ensure health and safety of all faculty, staff, students, visitors and members of the public
- Set out standards and expectations around use of alcohol and drugs in the workplace
- Reinforce the University's commitment to ensure staff with alcohol and/or drug dependency or other health conditions that could impair performance are provided with assistance and appropriate temporary modified duties or accommodation
- Guide the management of risks associated with impairment in the workplace



Policy

Procedures

1. Workplace Impairment Disclosure and Reporting
2. Managing Impairment in Safety Sensitive Positions
3. Drug Testing

Information Documents

1. Addiction and Health Recovery
2. Accommodation



Progress to Date

Spring 2018	<ul style="list-style-type: none">• Review of best practice• Gather policies from other post-secondary institutions, industry and public sector organizations	
May - July 2018	<ul style="list-style-type: none">• Consultation with managers and supervisors• Meetings with staff associations (NASA, AASUA, GSA, PDFFA)• 2 educational events	
August - October 2018	<ul style="list-style-type: none">• Drafting policy and procedures• Development of information documents	



Next Steps

October – November 2018	<ul style="list-style-type: none">• Educational event October 1/18• Legal review• 2nd consultation with managers and supervisors• Feedback from staff associations
November 2018 – February 2019	<ul style="list-style-type: none">• Administration and governance reviews• Develop awareness/education program and materials
March 2019	<ul style="list-style-type: none">• BOG approval
March 2019 and ongoing	<ul style="list-style-type: none">• Implementation and roll-out• Training



Insights/Observations

Q. Suggestions on how we emphasize that the Policy addresses all forms of impairment not just cannabis.

Q. What do you think key concerns/interests of the academic community as it relates to workplace impairment?

For more information contact Human Resource Services:

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HRS Website: [Workplace Impairment Policy Development & Information](#)

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