



Office of the
Saskatchewan Information
and Privacy Commissioner

HUMAN RESOURCES POLICY

2.0 IPC EXPECTATIONS

2.08 SUBSTANCE USE

Purpose

To outline the position of the Saskatchewan Information and Privacy Commissioner (IPC) in regards to employee substance use.

Application

This policy and guidelines applies to all IPC employees.

Background

The IPC desires to provide a work environment that is safe, healthy, and comfortable for all its employees. It is recognized that the use of legal substances, including but not limited to alcohol, cannabis products, and prescription drugs or illegal substances may cause impairment and have serious adverse effects on an employee's health, safety and work performance.

Policy

All employees are expected to report to work unimpaired, fit to work, and capable of performing their duties in an effective manner throughout their working day. This means that legal or illegal substances must not impair employees.

Any employee reporting to work while their ability is impaired will not be permitted to remain on the premises. The decision to remove an employee from the work place will involve the Commissioner, the respective supervisor and the Director of Operations.

Authority

The Freedom of Information and Protection of Privacy Act, section 43.1

The Cannabis Control Act (Saskatchewan)

The Cannabis Act (Canada)

The Controlled Drugs and Substances Act (Canada)

Influencing Sources

IPC Policy 2.01 Standards of Conduct

IPC Policy 9.01 Employment Accommodation

IPC Policy 11.01 Performance Improvement Planning

IPC Policy 11.02 Corrective Discipline