



SUBSTANCE ABUSE POLICY

AthletesCAN recognizes alcohol and drug abuse as a potential health, safety and security problem. AthletesCAN expects all employees, temporary employees, contractors, interns, volunteers, clients or suppliers (“Workplace Parties”) to assist in maintaining a work environment free from the effects of drugs, or other intoxicating substances. Compliance with this drug and substance abuse policy is a condition of employment or involvement as a volunteer or contractor.

AthletesCAN prohibits the unlawful manufacture, possession, use, distribution, or purchase of non-prescribed drugs and intoxicants on AthletesCAN’s premises. Working under the influence of alcohol, cannabis, illegal drugs, or intoxicants is also strictly prohibited.

All Workplace Parties are required to report to their jobs in appropriate mental and physical condition. If an employee may be impaired due to taking medication according to a doctor’s prescription, they are expected to discuss the matter with the Senior Staff Person or a member of the Executive Committee of the Board of Directors of AthletesCAN *before* commencing work that day.

Any Workplace Party who violates this Substance Abuse Policy will be subject to disciplinary action up to and including termination for cause.

Workplace Parties who observe other employees, volunteers, and contractors who are or may be under the influence of illegal drugs or alcohol during business hours should report such conduct immediately to the Senior staff member or a member of the Executive Committee of the Board of Directors of AthletesCAN.

From time to time, AthletesCAN may host events at which alcoholic beverages may be available. During these events, employees, volunteers, and contractors may be permitted to consume alcohol responsibly if any of the following circumstances apply:

- The consumption of alcohol is expressly approved by the Board of Directors;
- The consumption of alcohol is part of an external event where AthletesCAN attendance has been approved by the Board of Directors or Senior Staff Person; and/or
- The consumption of alcohol is part of a staff event approved by the Executive Committee.

Workplace Parties must limit their consumption of alcohol to reasonable amounts and avoid becoming impaired or being unable to behave in a responsible manner.

This Policy is consistent with and complimentary to the Code of Prohibited Conduct in Sport as set out by the Canadian Centre for Ethics in Sport.

Approved by the Board of Directors on January 24, 2021.