Southern Webster County Fire Protection District

Drug and Alcohol Use – Zero Tolerance Policy

Policy No.: 25-08

Effective Date: 08/12/2025

Issued By: Deputy Chief Justin Levy

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1. Purpose

The purpose of this policy is to establish a zero tolerance standard for the possession, use, or influence of illegal drugs, controlled substances, or alcohol while representing the Southern Webster County Fire Protection District (SWCFPD) to ensure operational readiness, safety, and the integrity of the department.

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2. Scope

This policy applies to all members of SWCFPD, including all volunteer members, probationary members, and any personnel operating under district authority.

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3. Policy Statement

SWCFPD strictly prohibits the following:

1. Possession, use, or sale of illegal drugs or controlled substances at any time on district property, in district vehicles, or while representing SWCFPD.

2. Reporting for duty under the influence of alcohol, illegal drugs, controlled substances, or misused prescription medications, to include marijuana

3. Consumption of alcohol during duty hours, training, meetings, or any emergency response activity.

4. Misuse of prescription or over-the-counter medications that impair a member's ability to safely perform their duties.

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4. Prescription & Over-the-Counter Medications

- Members prescribed medication that may impair alertness, judgment, or physical ability must notify their direct supervisor before reporting for duty.
- Supervisors may reassign the member to non-operational duties for safety reasons.

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5. Testing & Compliance

- SWCFPD reserves the right to require reasonable suspicion drug or alcohol testing based on observed behavior, performance issues, or credible reports.
- Members involved in a vehicle accident, equipment accident, or safety-related incident may be subject to post-incident testing.

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6. Enforcement & Disciplinary Action

- Violation of this policy will result in immediate removal from duty and may lead to disciplinary action up to and including termination of membership or employment.
- Possession, distribution, or sale of illegal drugs will result in law enforcement notification in addition to internal discipline.

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7. Responsibilities

- All members are responsible for complying with this policy and reporting violations to the Chain of Command.
- Supervisors and Officers must immediately address any observed or reported violations and take appropriate action.

8. References

- NFPA 1500 – Standard on Fire Department Occupational Safety, Health, and Wellness Program
- OSHA 29 CFR 1910 – General Industry Safety and Health Regulations
- Missouri State Laws on Controlled Substances and Alcohol