

DISCIPLINE:

- 1) It is the policy of the Felton Fire Protection District to take appropriate action in cases of substance abuse which occur in the workplace or which impair a person's performance.
- 2) Personnel should be aware that violations of this policy may result in discipline, up to and including termination.
- 3) Personnel believed to be under the influence of alcohol or drugs shall be prevented from engaging in further duties until the Fire Chief or Duty Officer can transport the person to an appropriate medical facility.
- 4) If substance abuse is reasonable cause for impaired behavior, the Fire Chief or Duty Officer will ensure that the person has appropriate transportation home.

ASSISTANCE:

- 1) There are excellent and available counseling, rehabilitation centers in Santa Cruz County. The Fire District will assist any fire fighter in whatever manner is necessary or requested to find help and assistance with a substance abuse problem.
- 2) The Fire District is not responsible to fund substance abuse assistance.