

AHOI Drug-Free Workplace Policy

Purpose and Goal

AHOI is committed to protecting the safety, health and well being of all members (members shall include Board members, on- and off-ice officials, and direct employees), players, coaches, and spectators. We recognize that alcohol abuse and drug use pose a significant threat to our goals. We have established a drug-free workplace program that balances our respect for individuals with the need to maintain an alcohol and drug-free environment.

- This organization encourages members to voluntarily seek help with drug and alcohol problems.

Covered Workers

Any individual who conducts business for the organization, renders on- and off-ice officiating services scheduled by AHOI, or is applying for a position is covered by our drug-free workplace policy. Our policy includes, but is not limited to all members (Board members, on- and off-ice officials, and direct employees).

Applicability

Our drug-free workplace policy is intended to apply whenever anyone is representing or conducting business for the organization. Therefore, this policy applies whenever conducting on- or off-ice officiating duties, participating in board meetings, or participating in any other activities supported or sponsored by AHOI.

Prohibited Behavior

It is a violation of our drug-free workplace policy to use, possess, sell, trade, be under the influence of, and/or offer for sale alcohol, illegal drugs or intoxicants.

Consequences

One of the goals of our drug-free workplace program is to encourage those subject to this policy to voluntarily seek help with alcohol and/or drug problems. If, however, an individual violates the policy, the consequences are serious.

If an individual subject to this policy violates the policy, he or she will be terminated from employment and/or will not be eligible to render services scheduled by AHOI for one year. Eligibility can be reinstated after one year providing that written application, with accompanying documentation reflecting successful completion of a recognized substance abuse treatment program, is presented to and then approved by the Board of Directors.

Assistance

AHOI recognizes that alcohol and drug abuse and addiction are treatable illnesses. We also realize that early intervention and support improve the success of rehabilitation. To support our members, our drug-free workplace policy:

- Encourages members to seek help if they are concerned that they or their family members may have a drug and/or alcohol problem.
- Encourages members to utilize the services of qualified professionals in the community to assess the seriousness of suspected drug or alcohol problems and identify appropriate sources of help.

The ultimate financial responsibility for recommended treatment belongs to the member.

Confidentiality

All information received by the organization through the drug-free workplace program is confidential communication. Access to this information is limited to those who have a legitimate need to know in compliance with relevant laws and management policies.

Shared Responsibility

A safe and productive drug-free workplace is achieved through cooperation and shared responsibility. The organization's leadership and members have important roles to play.

All members are required to not report to work or be subject to duty while their ability to perform job duties is impaired due to on- or off-duty use of alcohol or other drugs.

In addition, members are encouraged to:

- Be concerned about working in a safe environment.
- Support fellow members in seeking help.
- Report dangerous behavior to the board of directors.

It is the Board of Directors responsibility to:

- Inform members of the drug-free workplace policy.
- Investigate reports of dangerous practices.
- Clearly state consequences of policy violations.

Communication

Communicating our drug-free workplace policy to members is critical to our success. To ensure all members are aware of their role in supporting our drug-free workplace program:

- The policy will be posted on the AHOI website.
- The policy will be reviewed during annual officiating seminars.