

<b>Sugar Loaf Fire Department – Standard Operating Procedure</b>			
<b>Subject: Drug and Alcohol Policy</b>		<b>SOP#:1.2.5</b>	<b>Revision: B</b>
<b>Category: Administration</b>	<b>Type: Standard</b>	<b>Effective date: 10/21/14</b>	<b>Page: 1</b>

### **SLFPD Drug and Alcohol Policy**

SLFPD places as its highest priority the safety of its emergency responders, the community they serve and the general public. To that end we have a zero-tolerance policy for fire fighter intoxication or impairment at any Sugar Loaf Fire Department training or incident. It is each individual fire fighter’s responsibility to know their condition and not attend training or respond to an incident if they are intoxicated or in any way impaired. Any fire fighter suspected of violating this policy will be relieved at the scene and will have their membership in the department reviewed and considered for disciplinary action up to and including termination from the department. Disciplinary action will proceed according to the then-current policy for Disciplinary Procedure, and the Department may impose discipline which does not follow progressive procedures if it determines such action is necessary or appropriate given the nature and severity of the offense.