

# Southern Illinois Regional EMS System

## D-1 SUBSTANCE ABUSE

- Participants are expected to report for work in a mental and physical condition to be able to perform their duties safely and efficiently.
- Any system participant under the influence of any illicit drug or alcohol while in the work place, while on duty, or while operating a vehicle or equipment owned or leased by the employer makes that system participant subject to immediate suspension.
- Any system participant displaying unusual, uncharacteristic, and unsafe behaviors of unknown etiology while in the work place, while on duty, or while operating a vehicle or equipment owned or leased by the employer makes that system participant subject to immediate suspension.
  - Any system participant witnessing the above behavior while the individual is on duty must report the incident immediately to their supervisor and the EMS Medical Director or EMS Coordinator.
    - Failure of the witness to report the incident may be subject to suspension.
  - The circumstances surrounding the incident must be documented and the written statement presented to the EMS MD or EMS Coordinator within 24 hours of the incident.
  - An investigation will be conducted upon receiving the written report.
    - Any suspension procedure will follow the system's suspension policy.
- The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance, including cannabis, is prohibited while acting in the course and scope of his/her employment within the system and is grounds for suspension.
  - Any system participant will report to the EMS MD or EMS Coordinator of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.
- When the EMS System has reason to suspect that a participant is abusing alcohol or drugs, it reserves the right to require a drug/alcohol screen at any time:
  - Refusal to submit to testing is grounds for immediate termination from the system.
- EMS personnel requesting to participate in the system or upgrade their current level of functioning may be required to submit to a drug/alcohol screening before approval:
  - Refusal to submit for testing shall prohibit new personnel from participating within the system and suspension of participants requesting to upgrade their status.
- Physician prescribed medications may be permitted, provided they do not adversely affect job performance or the safety of the employee, patient, or other individuals while on duty or in the workplace.
  - Physician prescribed medications that have any potential to effect the System participants ability to safely and properly perform their duties must be reported to the EMS MD or EMS Coordinator and approved before the participant is allowed to function within the system.
    - Failure to report medication use shall result in suspension from the system.
  - A participant shall not be allowed to function while under the influence of physician prescribed controlled substances.

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## D-1 SUBSTANCE ABUSE (continued)

- The EMS Medical Director has the ability to review cases to determine if an EMS provider may work within the system while taking a controlled substance.
  - A written medical authorization from the participant's physician must be presented to the EMS MD or EMS Coordinator stating that the regular use of a controlled substance is required to improve the participant's health status.
- The EMS System requires that a participant with a drug or alcohol problem participate in a System approved treatment program as a condition of continued participation within the EMS System.
  - The participant must present to the EMS MD or EMS Coordinator a release form from the program.
  - The returning participant will be monitored for two years with random alcohol/drug screens at their expense.
  - In the case of further drug/alcohol abuse, the participant will be reported to authorities.
- Any participant who feels that he/she has developed (or redeveloped) an addiction or dependence to drugs or alcohol, legal or illegal, is encouraged to seek assistance through his/her employer.
  - Any participant who request assistance will be treated as confidential and reported to the EMS MD or EMS Coordinator.
- This policy is independent of reporting and/or disciplinary guidelines specified in the individual Illinois practice acts for the patient caregivers licensed to practice in this state.