

## Veterans Hunting and Fishing Network

### ALCOHOL AND SUBSTANCE ABUSE POLICY

#### PURPOSE

Veterans Hunting and Fishing Network (VHFN) is concerned and recognizes a responsibility to provide a safe, healthy environment for all Veterans, Active Duty and Gold Star Family members (General Members) on Trips hosted by VHFN. This Policy is designed to help accomplish that goal by eliminating drug and alcohol abuse among our Volunteer Staff, and the General Members who attend VHFN trips. Volunteers and General Members who use illegal drugs or abuse other controlled substances or alcohol tend to be less cautious and prone to greater absenteeism resulting in the potential for increased risk in our organizations business. Ultimately, they threaten the safety of our Volunteer staff and General Members.

We believe our Volunteers and General Members have the right to attend trips with persons free from the effects of alcohol and drugs. This Policy is designed to help accomplish that goal by eliminating alcohol and drug abuse among our volunteers and General Members.

We regret any inconvenience that may be caused to Volunteers who do not abuse alcohol or drugs. We believe, however, that the benefits to be derived from this Policy in terms of enhanced safety, productivity, and quality of the Trips and Events will more than make up for any inconvenience to the rest of us. We seek the understanding and cooperation of all Volunteers and General Members in implementing this Policy to make our organization a safe and enjoyable place for everyone.

#### A. ALCOHOL

The possession, consumption of alcohol is prohibited on VHFN Trips/Events. Furthermore, no Volunteer shall be under the influence of alcohol while performing organizational business. As such use or influence could result in an unsafe trip environment, or unsafe situation for Volunteers and/or the General members on the trip/event. Alcohol use on non-trip/event Official organizational business can be viewed as unprofessional in the opinion of the General Public and may affect the reputation of the organization negatively. Staff in a leadership role must explain the policy to the General members who attend VHFN trips and events. Any exception to this Policy for special situations (e.g., VHFN Banquets) must be approved in advance by the President and conducted in accordance with any limitations which accompany approval.

Alcohol may be consumed in moderation after a trip/event as long as the safety and wellbeing of the volunteers and general members is not compromised.

#### B. LEGAL DRUGS

The use of legal drugs is not prohibited on VHFN Trips/Events as long as they do not impair safety, performance, or any motor functions. "Legal Drug" includes prescribed drugs and over-the-counter drugs which have been legally obtained and are being used for the purpose for which they were prescribed or manufactured. Therefore, any Volunteer or General Member who is taking any legal drug which might impair safety, performance, or any motor functions must advise his/her supervisor before reporting to work under such medication. If the

Direct Supervisor (Staff member leading the trip, or state lead or higher in the case of a Volunteer Staff member) determines that such use does not pose any safety risk, the Volunteer or general member will be permitted to participate in the trip/event.

### C. ILLEGAL DRUGS

The use, purchase, sale, transfer, possession, being under the influence, or the presence in one's system of a detectable amount of an illegal drug by any Volunteer Staff or General Member attending a trip/event is prohibited. As such use or influence could result in an unsafe trip environment, or unsafe situation for Volunteers and/or the General members on the trip/event. Illegal Drug use on non-trip/event Official organizational business can be viewed as unprofessional in the opinion of the General Public and may affect the reputation of the organization negatively. Staff in a leadership role must explain the policy to the General members who attend VHFN trips and events.

VHFN's policy includes the prohibited use of marijuana (even in states where it is legal), amphetamines, cocaine, opiates, phencyclidine, barbiturates, benzodiazepines, methadone and propoxyphene.

### VIOLATIONS OF POLICY

Any violation of this Policy may be grounds for termination. However, in some circumstances and at the sole discretion of the Board of Directors for the Organization, a lesser penalty may be selected.

### RESERVATION OF RIGHTS

Veterans Hunting and Fishing Network reserves the right to change, rescind or depart from this Policy in whole or in part. Nothing in this Policy alters a Volunteer or General Members status. VHFN hopes each relationship will be a happy and enduring one. Nevertheless, Volunteer staff remain free to rescind their employment at any time with or without cause.

### VOLUNTEER STAFF ACKNOWLEDGMENT AND CONSENT

I have carefully and thoroughly read VHFN's Alcohol and Substance Abuse Policy. I agree to follow that Policy.

Signature \_\_\_\_\_

Date \_\_\_\_\_

Printed Name \_\_\_\_\_