

Student Name: _____

Workplace Policy FACE Scenarios

Scenario 6: Deven Struggling to Keep Up

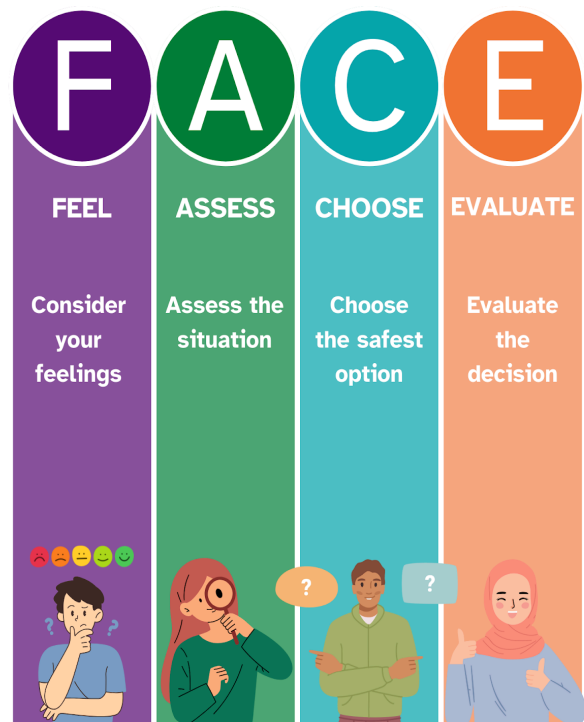
Deven is 17 years old and works as a dishwasher at a restaurant on Friday and Saturday evenings. The restaurant is busy and fast-paced and Deven often feels overwhelmed trying to keep up. One Saturday during a break, an older coworker offers him a small amount of cocaine, saying it will help him stay sharp and energized. Feeling desperate to keep up, Deven decides to try it. To his surprise, he feels more alert and gets through the shift more easily.

In the following weeks, Deven continues using the drug before or during his shifts.

While Deven feels more energetic, his behavior also starts to change. He talks quickly, seems distracted, and occasionally becomes irritable. Coworkers begin to notice, and one reports hearing Deven mention using something on break. Concerned, they report it to the manager. The manager begins to notice Deven's erratic behaviour and increased tension with other staff. After receiving multiple reports from team members, the manager decides to initiate a formal investigation.

How should Deven **FACE** this situation?

Review the Policy at the bottom of this worksheet to help answer the questions.



Student Name: _____

Workplace Policy

Use the sample policy below to inform your answers:

The following activities are strictly prohibited at all company work sites:

- Being under the influence of alcohol, cannabis, or other drugs while on duty or present at the workplace. This includes reporting to work while impaired.
- Using, possessing, distributing, selling, or manufacturing illegal drugs at any time while on company property or during work hours, including breaks and lunch periods.
- Misusing prescription or over-the-counter medications in a way that could lead to impairment at the workplace.
- Possessing open containers of alcohol or cannabis at the work site.
- Consuming alcohol, cannabis, or other illicit drugs during work hours, including breaks and lunch periods.
- Operating any motorized vehicle or equipment while impaired (whether due to alcohol, drugs, prescription medications with impairing side effects, or any other substance) is strictly prohibited in the workplace. This policy applies to all vehicles and equipment, regardless of ownership (company-owned or personal).

The responsibilities of the employee, as per the above policy, include:

- Reporting to work fit for duty and remaining so throughout their work hours.
- Being responsible for ensuring that their ability to work safely and effectively is not compromised by alcohol, cannabis, or other drugs, including medications.
- Immediately reporting any concerns about their own or a co-worker's potential impairment to their supervisor or another member of management.
- Complying with all aspects of this policy.
- Cooperating with any inquiries or procedures related to this policy.
- Seeking assistance if they believe they may have a substance use problem that could affect their work performance or safety.
- Being aware of the potential impact of prescribed and over-the-counter medications on their fitness for duty and communicating any concerns to their supervisor or HR if accommodation may be required.

Failure to comply with this policy may result in disciplinary action, up to and including termination of employment, in accordance with the company's disciplinary policy, collective agreements (if applicable), and relevant employment legislation. In cases involving potential criminal activity or legal violations, the matter may also be referred to law enforcement or other appropriate authorities.