



Standard Operating Guidelines
Section 240.0

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240.0		Member Assistance Referral Program	
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Member Assistance Referral Program

The Evansville Fire District has a fire fighter referral program set up with the appropriate Medical staff. Firefighters may contact them to assist with any alcohol or substance abuse, stress, and personal problems

Alcohol and Controlled Substance Misuse

The Evansville Fire District believes that a healthy, competent workforce, working under conditions free from the effects of drug and alcohol is essential to the safe and effective provision of emergency services in our community, and to the safety of the individual members of the Fire Department.

The Evansville Fire District maintains a zero tolerance policy regarding the use of alcohol and/or drugs. It is the policy of the department that no member shall respond to or sign-in for incident responses or perform any functions for the Fire District when the member uses or is under the influence of any controlled substance or alcohol.

Definition of Fire District Functions:

For the purposes of this policy, the definition of fire department functions includes all fireground operations and training. These functions include, but are not limited to:

- driving and/or operating Department apparatus, vehicles, or equipment
- responding to or performing fireground, training, or roof operations
- traffic control operations
- incident command or fireground sector command
- mandatory/non-mandatory drills and testing
- participation in fire department training activities
- participation in any other activity where the member is serving as a representative of the department, either officially or unofficially

Prohibited Conduct

No member shall participate in or perform any functions for or on behalf of the Evansville Fire District after having consumed any alcoholic beverage within the previous eight hour period or while under the influence of alcohol.

No member shall participate in or perform any functions for or on behalf of the Evansville Fire

District when that firefighter uses any controlled substance or prescription medication, except when such use is pursuant to the instructions of a physician, and the District has been provided with written assurance by the physician that such use will not adversely affect the ability to perform safety-sensitive functions.

Members shall report any use of prescribed medication that could adversely affect the ability to perform Fire District functions to a Chief Officer or other officer of the Fire District.

Testing Requirements: In order to ensure the safe and effective provision of emergency services in our community, and the safety of individual members of the Fire District, the Fire District intends to test firefighters for the presence of alcohol and/or controlled substances, as a condition of membership as a firefighter in the Fire District.

The Fire District may require the collection and testing of samples for the following purposes:

- A. Investigation of a vehicular accident involving Fire District's apparatus or vehicles or personal vehicle while traveling to or from a call
- B. Investigation of a fireground or training accident
- C. When there is a reasonable suspicion of alcohol and/or controlled substance use

