

MMC VII-8 Drug and Alcohol Policy 4/1/26

👤 Revised by Kaltrina Rugova

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HUMAN RESOURCES POLICY AND PROCEDURE MANUAL	SUBJECT: Drug and Alcohol Policy
APPROVED:  SHEILA McGRATH	POLICY NUMBER: VII-8
	DATE ISSUED: 12/7/98
	DATE REVIEWED/REVISED: 4/1/26

GENERAL POLICY:

Montefiore Medical Center prohibits Associates from manufacturing, distributing, dispensing, possessing, or using alcohol, marijuana (recreational or medical), or illegal drugs on Medical Center property or while engaged in Medical Center business. An Associate who engages in such conduct will be discharged. An Associate who reports to work impaired by alcohol, marijuana (recreational or medical), illegal drugs, or controlled substances while on duty will be disciplined, up to and including termination.

POLICY APPLICABLE TO:

All Associates (including, but not limited to, employed physicians, attending physicians, house staff, students, vendors, independent contractors, and volunteers).

PROCEDURE:

Beer or wine may be served at events sponsored by the Medical Center on Medical Center property only with the approval of a Vice President (or higher).

Except in such approved events, Montefiore will immediately discharge an

Associate who manufactures, distributes, dispenses, possesses, or uses alcohol on Medical Center property or while engaged in Medical Center business.

Montefiore will immediately discharge an Associate who manufactures, distributes, dispenses, possesses, or uses marijuana (recreational or medical) or other illegal drugs on Medical Center property or while engaged in Medical Center business.

If an Associate is behaving in a manner to suggest they are impaired by alcohol, marijuana (recreational or medical), illegal drugs, or controlled substances, a Supervisor should follow HR Policy VII-9 Fitness for Duty and Impaired Professional policy.

All Medical Center Human Resources Policies and practices are guidelines and may be changed, modified or discontinued any time by the Medical Center's Senior Vice President of Human Resources, or designee, with or without notice. Exceptions do not invalidate the basic policy.

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