

<b>Drugs, Alcohol, &amp; Cannabis Policy</b>	 <b>Pacific Flying Club</b> <a href="http://www.PacificFlying.com">www.PacificFlying.com</a>	<b>POLICY HRC-002</b>
------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------

## **Drugs, Alcohol, & Cannabis Policy**

Members who use or are under the influence of alcohol or drugs (including Cannabis) are a risk to themselves, our staff, club members, and everyone else potentially affected by their flight.

*Fit for duty* means a physical and mental state without impairment due to the use or after-effects of alcohol, drugs (e.g. legal, illegal, prescribed/over-the-counter medication including cannabis) or other health conditions, which allows the member to perform their flying duties safely and effectively.

All members and students are required to:

- Be fit for flying at all times while at the Pacific Flying Club;
- Refrain from consuming, possessing, purchasing, selling, distributing, or engaging in any other conduct involving alcohol, drugs (legal or illegal including cannabis), and/or drug paraphernalia while on the Pacific Flying Club property;
- Refrain from consuming alcohol within 12 hours of flying;
- Advise the Executive Director or his designate when they are using a legally prescribed or non-prescribed drug that may cause impairment;
- Notify the Executive Director or his designate if you suspect another member is unfit to fly.

**In addition to the above, Pacific Flying Club Members wishing to fly must not use cannabis within twenty-eight (28) days prior to the flight.**

Flying is considered **safety-sensitive**, defined by the Canadian Human Rights Commission as “one that, if not performed in a safe manner, can cause direct and significant damage to property and/or injury to the member, others around them, the public and/or the immediate environment.”

The Pacific Flying Club considers all flying to be safety-sensitive.

A reminder that the Club facilities are strictly non-smoking and that specific restrictions are in place by law (e.g. prohibited in proximity to shared doorways) and by lease/policy (e.g. cannabis smoking is not permitted outside while on Club property).

<p align="center"><b>Drugs, Alcohol, &amp; Cannabis Policy</b></p>	 <p align="center"><b>Pacific Flying Club</b> www.PacificFlying.com</p>	<p align="center"><b>POLICY HRC-002</b></p>
----------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------

**Self-Reporting**

Pilots are reminded that they are legally required to self-report to Transport Canada, the use of any prescription medication that could possibly affect their medical status. At the same time, the Executive Director must be provided with this information so that he is aware of any potential issues that could arise. This information will be dealt with confidentially.

Members may be required to submit to alcohol or drug testing following an accident or incident, or where there is reasonable cause to believe that there has been a violation of this policy.

The Pacific Flying Club takes fitness for flying very seriously. Compliance with this policy is a condition of membership. Violations of this policy may result in disciplinary action up to and including termination of membership.

**ACKNOWLEDGMENT STATEMENT:**

<p>“I acknowledge that I have read, understood, and will comply with the Pacific Flying Club’s Policy for Drugs, Alcohol, and Cannabis”</p>
<p><b>Full Name:</b></p>
<p><b>Signature:</b></p>
<p><b>Date:</b> (dd/mmm/yy)</p>

**Issued By:** Clark Duimel  
*Executive Director, Pacific Flying Club*

*This policy is in effect until superseded by the Executive Director of the Pacific Flying Club.*