



KINGSTON POLICE SERVICE BOARD

Fitness for Duty, Substance Abuse and Member Wellness Policy (AI-017)

Adopted: Aug. 27/26

Reviewed:

Revised:

Expires: Indefinite

Rescinds:

Legislation: O. Reg. 392/23: Adequate and Effective Policing (General), 2019.

1. **Policy Statement**

It is the policy of the Kingston Police Service Board that the physical, psychological, emotional, and professional wellness of its members is essential to the delivery of its services. The Board is committed to promoting a healthy, safe, respectful, and supportive workplace that enables members to maintain fitness for duty, address substance abuse concerns, and access wellness resources.

2. **Board Policy**

It is the policy of the Kingston Police Service Board that;

Fitness for Duty

- a. The Chief of Police shall establish procedures to;
 - i. Conduct fitness for duty assessments, ensuring evaluations are conducted in a fair, confidential, respectful, and legally compliant manner;
 - ii. Provide access to medical and psychological assessments where appropriate;
 - iii. Develop programs to enhance the occupational health of service members; and
 - iv. Facilitate accommodation and return-to-work processes.

Substance Abuse

- b. The Chief of Police shall establish procedures governing the use, possession, storage, transportation, and handling of alcohol and/or controlled substances/drugs, and other potentially impairing substances by service members on duty.

Member Wellness

- c. The Chief of Police shall maintain programs and procedures that support:
 - i. Psychological health and safety;
 - ii. Mental health awareness and education;
 - iii. Peer support programs;
 - iv. Trauma-informed supports;
 - v. Occupational health and safety initiatives;
 - vi. Family and member wellness supports where appropriate;
 - vii. Suicide prevention initiatives; and
 - viii. Accessibility to culturally competent and accessible wellness resources.

"original signed by Chair"
Chair

"original signed by Board Administrator"
Board Administrator