



Camp Ho Mita Koda

Substance Use Policy

Updated 4/22

GOAL

We are a children's summer camp. As such we are legally, morally and ethically responsible for the health, safety, and well-being of the children entrusted to us.

OBJECTIVES

The staff, whose job requires that they live at our facility, have a unique responsibility to the campers, the parents of the campers, and the other staff and leadership of the CHMK. Because the staff live at camp, they are always responsible for campers, and staff behavior is always being observed by the campers. This unique responsibility of employment requires the staff to be able to react quickly, safely and appropriately at all times and especially in an emergency situation. It also requires the staff to model behavior to the campers that falls within the parameters of the camp's ethical and moral standards.

Whenever staff are on the camp property or representing the CHMK program, they are required to act in a manner that will protect the campers' safety and physical and emotional well-being. The staff member's behavior must also live up to the reasonable standard of careful supervision and guidance expected by the campers' parents. Specifically, when a staff member returns to the camp location from time off, (s)he must be able to immediately act in the aforementioned manner.

Camp Ho Mita Koda is always happy and willing to provide information to assist our staff in making healthy choices in their role at CHMK.

SMOKING/TOBACCO

It is our objective to provide a smoke free environment within Camp Ho Mita Koda.

1. Smoking is prohibited within all areas of any building and on the grounds.
 - 1.1. Smoking is a term used that is all inclusive of tobacco products i.e. cigarettes, juuling/vaping, dipping, and e-cigarettes.
2. This restriction applies to all employees and visitors, at all times, including non-business hours.
3. In addition, staff clothing should not smell of smoke at all or the staff member involved will be requested to go home and change.
 - 3.1. If smoking or the smell of cigarette smoke is a continuous problem, administrative action will be taken.

MARIJUANA/MEDICAL MARIJUANA

The possession or use of marijuana is a federally illegal drug. The smoking of marijuana is illegal within the State of Ohio.

1. Use of marijuana at work or arriving to work under the influence of and/or impaired in any way from the use of marijuana is grounds for dismissal.
 - 1.1. In addition, staff clothing should not smell of marijuana at all or the staff member involved will be requested to go home and change.
 - 1.2. If the smell of marijuana smoke is a continuous problem, administrative action will be taken.
2. If a staff member maintains a medical card for the use of marijuana, disclosure to the organization is mandated as a condition of employment so that a successful care plan can be achieved within the limitations of a camp environment.
 - 2.1. Once employed, if a staff member becomes the bearer of a medical marijuana card for the use of marijuana, disclosure to the administrator is required immediately.
 - 2.2. Failure to disclose is grounds for dismissal.

ALCOHOL/ including other DRUGS

Alert and rational behavior, with no interruptions to normal mental and physical ability to perform the job, is required for the safe and adequate performance of job duties.

Remember, all staff member's behavior must also live up to the reasonable standard of careful supervision and guidance expected by the campers' parents. We are legally, morally and ethically responsible for the health, safety, and well-being of the children entrusted to us.

ALCOHOL

1. Returning to work, from a break, or time-off, showing signs of apparent use of alcohol, is prohibited.
 - 1.1. Apparent use of alcohol would include but is not limited to the smell of; actions indicating impairment; or any other signs typically associated with being under the influence of alcohol.
2. The possession, purchase, consumption (use) or sale of alcohol on CHMK premises or while conducting Camp Ho Mita Koda business is prohibited.
 - 2.1. Section 2 can be waived by the Executive Director for special CHMK functions.
 - 2.2. The waiving of Section 2 will only include those directed by the Executive Director.

DRUGS other than ALCOHOL

Use of any illegal drug or abuse of any legal drug at work or while on CHMK premises or being impaired in any way from the illegal use of a drug is grounds for dismissal.

1. The possession, purchase, consumption (use) or sale of a controlled substance (including marijuana) on CHMK premises or while conducting Camp Ho Mita Koda business is prohibited.

- 1.1. Violation of Section 1 is grounds for dismissal.
2. If a staff member maintains a prescription of a Schedule II controlled substance this prescription must be disclosed to the Medical Director.
 - 2.1. Section 2 is mandated as a condition of employment.
 - 2.2. Once employed, if a staff member receives a prescription of a Schedule II controlled substance disclosure to the Medical Director is required immediately.
 - 2.3. Failure to disclose is grounds for dismissal.
3. Returning to work from a break or time-off, after the apparent use of an illegal controlled substance is prohibited.
4. Returning to work from a break or time-off, after the apparent abuse of a prescription medication is prohibited.

DRUG TESTING

CHMK reserves the right for random drug-testing, including alcohol, of all volunteers and staff at any time while scheduled too and/or performing in any manner on CHMK grounds.

1. Failure to comply of said test will result in immediate corrective action up to and including immediate release from duties and/or termination.
2. A positive test result will result in immediate corrective action up to and including immediate release from duties and/or termination.
3. At the discretion of the Camp Director or Executive Director, staff may be required to take a breathalyzer or other standardized drug test at any time. In our experience, best practice is completely refraining from alcohol or other drug use within twenty-four hours of camper, parent, or staff interaction.