

SECTION I – PREAMBLE

Preamble

1. The *"Zero Tolerance" Policy Concerning the Use of and the Offences Related to Drugs and Other Prohibited Substances* (hereinafter referred to as "this policy") provides for the following:

Interpretation

2. In this policy, it is meant by:
 - 2.1 **Other prohibited substances:** The substances mentioned in the *Controlled Drugs and Substances Act* (S.C. 1996, c. 19);
 - 2.2 **Applicant:** Person who submitted an application for admission for the Basic Training Program in Police Patrolling of the École nationale de police du Québec (hereinafter referred to as "ENPQ");
 - 2.3 **Drug:** Controlled substance or precursor the import, export, production, sale or possession of which is prohibited or restricted pursuant to the *Controlled Drugs and Substances Act* (S.C. 1996, c. 19, Schedule 1);
 - 2.4 **Student:** Person admitted to the ENPQ Basic Training Program in Police Patrolling;
 - 2.5 **Test:** Drug and narcotic test and confirmation test as set out in this policy.

Subject

3. The subject of this policy is to define the ENPQ guidelines regarding the use of drugs and other prohibited substances by an ENPQ applicant or student.

Scope

4. This policy applies to applicants and students of the ENPQ Basic Training Program in Police Patrolling.

SECTION II – GENERAL PROVISIONS

Guiding principles

5. The development of the *“Zero Tolerance” Policy Concerning the Use of and the Offences Related to Drugs and Other Prohibited Substances* is based on principles. The zero tolerance in the matter is essential because of the importance for:
 - 5.1. An applicant or a student wishing to become a police officer to be of good moral character;
 - 5.2. A training institution having the exclusive authority to issue the permit to exercise the policing function, to require its applicants or students to demonstrate personal values and behaviours compatible with those of their future profession regarding the respect for the law;
 - 5.3. The student to act, at all times, with respect for the ENPQ values: respect, integrity, discipline, commitment and sense of responsibility (RIDER code);
 - 5.4. The ENPQ to provide to its students a healthy and safe environment conducive to learning;
 - 5.5. The ENPQ to ensure and maintain order and discipline.

Rules

6. No person shall, at any time, consume, be under the influence of, possess, distribute, sell drugs and other prohibited substances or possess drug paraphernalia.
7. The ENPQ uses all the means at its disposal to inform all the applicants and students about this policy and to enforce it.

Tests administered

8. A systematic drug and narcotic test is administered to all the applicants at the time of the medical examination by the ENPQ authorized medical representative.
9. The ENPQ may require any student to be tested for drugs and narcotics if it has reasonable grounds to believe that this policy is not respected during training.
10. In the event that the drug and narcotic test referred to in section 8 or section 9 of this policy is positive, a confirmation test is administered for each detected drug or prohibited substance.
11. If an applicant or a student refuses to undergo one of the tests mentioned in this policy, he is deemed to have failed the test.
12. The ENPQ authorized medical representative informs the applicant and the Registrar of any positive result and specifies the nature of the detected drug or prohibited substance. No information will be sent to the applicant if the result is negative.
13. When a test is administered during training, the student, the registrar and the relevant director of training are informed of the result and, if applicable, the nature of the detected drug or prohibited substance.
14. All the tests conducted within the framework of this policy comply with the existing medical standards and are carried out by the ENPQ authorized medical representative.

Measures

15. The applicant who contravenes this policy has his application for admission rejected whereas the student is expelled from the program.
16. The ENPQ may refer the matter to the competent authorities for legal proceedings according to the laws and regulations of Canada and Québec.
17. For the sake of collective responsibility, any person at ENPQ who notices an applicant or a student showing signs of intoxication shall report them to a person in authority, a representative or an agent of ENPQ.
18. A person in authority, a representative or an agent of ENPQ who notices that an applicant's or a student's abilities are impaired by a drug or a prohibited substance must take the necessary measures to ensure the safety of that person.
19. The Secretary General and Registrar is responsible for enforcing and updating this policy.

Final Section

20. POL 01-07 includes 20 sections.

The Director General,

Original signed

Marie Gagnon