

## **Provision and Consumption of Alcohol at Work-Related Events**

### **Provision of Alcohol at Work-Related Events**

1. When the Yukon government is the host of a business or social event at which alcohol is served, one or more government personnel shall be assigned to be in charge of the event and responsible for ensuring social responsibility measures are in place to mitigate health and safety risks associated with alcohol consumption.
2. The serving or provision of alcohol on government premises is generally not allowed, but may be approved by a Deputy Head in accordance with GAM Policy 1.11: Alcoholic Beverages on Government Premises.

### **Consumption of Alcohol at Work-related Events**

3. In accordance with corporate Health and Safety Rules, Yukon government employees are generally not allowed to possess or consume alcohol in the workplace or while on duty. Exceptions for a limited amount of consumption are allowed when:
  - a) an employee is officially invited or given approval to attend, as a guest, a work-related event hosted by the Yukon government at which alcohol is being served;
  - b) an employee is directed or given approval to attend, as a guest, a work-related event at which alcohol is being served by an event host other than the Yukon government; and
  - c) an employee is explicitly assigned to perform a hospitality or networking role on behalf of the Yukon government and the clients being hosted or met with are themselves consuming alcohol.
4. In all cases where employees are allowed to consume alcohol at a work-related event, as indicated in (3) above, the amount consumed must be modest and non-impairing. In other words, employees must not become impaired or intoxicated, or behave in an unprofessional manner. An employee performing a role as described in (3)(c) above must at all times remain fit for duty.
5. A Deputy Head may revoke an exception indicated in (3) above for employees of their department or agency or for specific events to be attended by their employees.

### **Consumption of Alcohol at Yukon Government Events that are not Work-related**

6. An employee attending a strictly social event connected to their employment, such as an after-hours and off-site staff party, may consume alcohol as a private citizen, recognizing that their off duty conduct may have an impact on public perception of both the public service and themselves as a public servant.
7. An employee attending a Yukon government event when they are off duty, and where there is no connection between their government position and the purpose of the event, may consume alcohol as a private citizen, recognizing that their off duty conduct may have an impact on public perception of both the public service and themselves as a public servant.