Code: GBB6
Adopted: 12/08

GBB6. Drug and Alcohol-Free Workplace

1. Purpose of Policy

   The District recognizes that substance abuse in our nation and our community exacts staggering costs in both human and economic terms. Substance abuse can be reasonably expected to produce impaired job performance, lost productivity, absenteeism, accidents, wasted materials, lowered morale, rising health care costs, and diminished interpersonal relationship skills.

2. Policy

   a. The District is committed to

      1) Maintaining a safe and healthy workplace for all employees,

      2) Assisting employees who recognize they have a problem with drugs or alcohol and providing appropriate treatment,

      3) Periodically providing employees with information about the dangers of workplace drug abuse, and

      4) When appropriate, taking disciplinary action for failure to comply with this policy.

   b. The District strictly prohibits the following behavior:

      1) The use, sale, attempted sale, manufacture, attempted manufacture, purchase, possession or cultivation, distribution and/or dispensing of illegal drugs by an employee at any time and in any amount. This prohibition includes the use or possession of prescription medicines for which the individual does not have a valid prescription and the inappropriate use of prescribed medicines for which the employee has a valid prescription. In addition, the District prohibits employees from possessing open containers of alcoholic beverages while on the District's premises and/or while on duty and from working with a blood alcohol level of .02 or more at any time.

      2) Alcohol, illegal drugs, and other substances which may impair the safety or welfare of employees or the public may not be brought onto the premises controlled by the District or placed in vehicles or equipment operated on behalf of the District. Law enforcement personnel performing job-related functions are exempt from this section.

Reference: 49 CFR Part 382 et. seq., DOT (49 CFR Part 40), FMCSR, FMCSA (49 CFR Parts 382, 383, 387, 390-397, and 399)