

Drug- and Alcohol-Free Environment

The superintendent directs that the County Office shall be maintained as a drug-free environment in accordance with the Drug-Free Workplace Act of 1988 and that the Director, Human Resources, with the cooperation of department administrators, shall ensure that the County Office is maintained as a drug- and alcohol-free workplace.

No employee shall unlawfully manufacture, distribute, dispense, possess, use or be under the influence of any alcoholic beverage, drug or controlled substance as defined in the Controlled Substances Act and Code of Federal Regulations before, during or after work hours on the premises of any county office operated job site or at any work related function. Violators are subject to disciplinary action.

The superintendent's policy regarding substance abuse is the same whether alcohol, illegal drugs, prescription drugs or controlled substances are involved.

Activities/Events

The superintendent directs that all activities/events held on public school property and sponsored by the County Office shall be drug- and alcohol-free and that no employee shall engage in the distribution or use of alcohol, drugs or controlled substances while attending any activities or event sponsored by the County Office.

This policy is implemented because the impairment of any employee due to her/his use of drugs and/or alcohol may result in the risk of injury to other employees, the impaired employee or third parties, such as students, clients or business guests.

Legal References:

Collective Bargaining Agreements
Drug-Free Schools and Community Act of 1986 and Amendments 1989
Drug-Free Workplace Act of 1988
Education Code, 44009, 44049, 44425, 44435, 44932, 44940, 45106, 45123, 48900, 48900.5, 48902, 48909, 76034, 87009, 87405, 88006, 88022, 88123, 89535
Health and Safety Code, 11032
Merit Rules

ADOPTED: 12/13/93
REVISED: