



DRUG-FREE WORKPLACE POLICY

The policy of Washington County regarding the work-related effects of drug use and the unlawful possession of controlled substances on County premises is as follows:

Employees are expected and required to report to work on time and in appropriate mental and physical condition for work. It is our intent and obligation to provide a drug free, healthful, safe and secure work environment.

The unlawful manufacture distribution, dispensation, possession, or use of a controlled substance on County premises or while conducting business off County premises is absolutely prohibited. Violations of this policy will result in disciplinary action, up to and including termination, and may have legal consequences.

The County recognizes drug dependency as an illness and a major health problem. The County also recognizes drug abuse as a potential health, safety and security problem. Employees needing help in dealing with such problems are encouraged to use our employee assistance program and health insurance plans, as appropriate. Conscientious efforts to seek such help will not jeopardize any employee's job, and will not be noted in any personnel file.

Employees must, as a condition of employment, abide by the terms of the above policy and report any occurrences on or off County premises while conducting County business. A report of a conviction must be made within five (5) days after the conviction. This requirement is mandated by the Drug Free Workplace Act of 1988.