

703 Drug and Alcohol Use

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Revision Date:

The Authority is committed to being a drug-free, healthful, and safe workplace. As such, the Authority has developed a policy to ensure the safety of employees, customers and the public, protect our property and enhance transit system security.

You are required to come to work in a mental and physical condition that will allow you to satisfactorily perform your duties.

As such, Authority employees may not use, possess, distribute, dispense, sell or be under the influence of alcohol or illegal drugs while on duty, conducting Authority business, or on Authority premises (buildings, grounds and vehicles).

Employees may use legally prescribed drugs on the job only if they do not impair your ability to perform the functions of your job effectively and safely without endangering yourself or others. It is the employee's responsibility to be aware of how the drug affects their mental and physical abilities, any possible side effects, and to report this to your supervisor.

You also will be required to take a pre-employment drug test, and are subject to random drug testing while on the job. Sobriety is a condition of employment. Testing will be performed by qualified independent medical professionals selected by the Authority, and employees will be taken to and from the testing center.

This policy complies with the provisions of the U.S. Department of Transportation Controlled Substance Testing Regulations, which mandates random testing of and substance abuse training for drivers and supervisors.

The Authority encourages any employee who thinks they might have a drug or alcohol problem to use the confidential Employee Assistance Program (EAP) that we offer.

Violation of this policy will result in disciplinary action up to and including termination. We also may require that as a condition of employment that you participate in drug or alcohol counseling and treatment.

For specific information about this policy, please refer to the "Prohibited Substances and Drug-Free Workplace Policy," found as an addendum in the back of this Handbook.