

EATON COUNTY
DRUG-FREE WORKPLACE POLICY STATEMENT

Commissioner Eakin moved for the approval of the following resolution. Seconded by Commissioner Rogers.

Illegal drugs in the workplace present a danger to all concerned. Drugs impair safety and health, promote crime, lower productivity and work quality and undermine public confidence. Eaton County will not tolerate the illegal use of drugs, and by law, it cannot. Under the federal Drug-Free Workplace Act, in order for Eaton County and its offices, departments, agencies and commissions to be considered a “responsible source” for the receipt of federal grant funds, Eaton County adopts the following policy:

Effective immediately, all Eaton County premises, including work sites and all Eaton County vehicles, are declared to be drug-free workplaces. This means:

- ◆ All employees are absolutely prohibited from unlawfully manufacturing, distributing, dispensing, possessing, or using controlled substances in the workplace. This means:

All employees are absolutely prohibited from ~~unlawfully~~ manufacturing, distributing, dispensing, possessing, or using controlled substances in the work place. **This includes manufacturing, distributing, dispensing, possessing or using marijuana in the work place as marijuana remains a controlled substance under Federal law.**

Employees found to be in violation of this policy will be subject to appropriate personnel/disciplinary action, up to and including termination, and/or other remedial measures as the individual circumstances warrant.

- ◆ Employees have the right to know the dangers of drug abuse in the workplace, Eaton County’s policy regarding drug use, and what help is available to combat drug problems. Eaton County will provide for a drug awareness program for all employees on the dangers of drug abuse in the workplace.
- ◆ Any employee convicted of violating a criminal drug statute in the workplace must inform Eaton County of such conviction (including pleas of guilty and nolo contendere) within five days of the conviction occurring. Failure to so inform Eaton County subjects the employee to disciplinary action, up to and including termination. By law, Eaton County must notify the granting agency within 10 days of receipt of such notice from an employee or otherwise.
- ◆ Eaton County reserves the right to offer employees convicted of violating a criminal drug statute in the workplace participation in an approved rehabilitation or drug abuse assistance program as an alternative to discipline. If such a program is offered and accepted by the employee, then the employee must satisfactorily participate in and complete the program as a condition of continued employment.

Eaton County supports the purpose and goals of the Drug-Free Workplace Act and by this policy, announces its intention to comply with the Act and make continuing “good faith” efforts to provide a drug-free workplace. All employees are expected to cooperate and give this policy their full support.

**ALL EMPLOYEES ARE ASKED TO ACKNOWLEDGE THAT THEY HAVE
READ THE ABOVE POLICY AND AGREE TO ABIDE BY IT IN ALL RESPECTS. BY**

**LAW, THIS ACKNOWLEDGEMENT AND AGREEMENT ARE REQUIRED OF YOU
AS A CONDITION OF CONTINUED EMPLOYMENT.**

DATE: _____ SIGNATURE: _____