

DRUG-FREE/ALCOHOL-FREE WORK PLACE NOTICE

**It is the Policy of the County Boards of Health
to Provide a Drug-Free and Alcohol-Free Work Place.**

The **unlawful** manufacture, distribution, dispensation, possession or use of a **controlled substance/illegal drugs** is **prohibited at any time or place including the workplace**. CBH employees are to be **free of illegal drugs and alcohol** while at work or on duty. CBH employees are also prohibited from abusing legal drugs or other substances, which when abused have the potential for significant risk or harm to themselves, other employees, clients or the general public. Employees who violate these provisions are subject to dismissal from employment.

**CBH EMPLOYEES MAY BE SUBJECT TO DRUG AND ALCOHOL TESTING
UNDER THE FOLLOWING AGENCY PROGRAMS:**

- ❖ **Pre-employment Drug Testing** (designated positions);
- ❖ **Reasonable Suspicion Drug and Alcohol Testing** (all CBH employees).

**DRUG TESTING IS CONDUCTED FOR THE PRESENCE OF THE FOLLOWING
ILLEGAL DRUGS:**

- **Marijuana/Cannabinoids**
- **Cocaine**
- **Amphetamines/Methamphetamines**
- **Opiates (Morphine, Codeine, etc.)**
- **Phencyclidine (PCP)**

Employees who have a drug or alcohol problem are encouraged to seek treatment. For more information on this matter, please refer to the CBH Personnel Policy #1301 or contact the District Personnel Office at 706/272-2342.

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