

SECTION 14 – DRUG AND ALCOHOL FREE WORKPLACE

Effective 1/21/09
Replaces Policy _____
Dated _____

14.1 Drug Free Workplace.

The City is a “Drug Free Workplace”, as defined in Florida Statutes, Chapters 112 and 440 and Florida Administrative Code, Chapter 59A, as well as an alcohol free workplace.

It is the City’s intent to provide its employees, citizens, visitors and environment with a safe and healthful workplace, free from the negative effects associated with drug/alcohol use or dependence.

14.2 Purpose & Scope.

- A. The City is committed to providing a safe work environment; fostering the well being and health of its employees and maintaining a Drug Free Workplace Program to promote a drug free work place.

This program is intended to comply with the Drug Free Workplace Program requirements set forth in the Drug Free Workplace Act of 1988, in §440.101-440.102, F.S. and Rules 59A-24 F.A.C. (Florida Administrative Code). State and/or Federal laws and regulations may subject certain employees to additional drug testing requirements. Any employee who violates the program is subject to disciplinary action up to and including termination.

- B. This policy applies to applicants for employment and to City employees in all classifications, at all locations, with the exception of Firefighters who are covered by the policy in the current collective bargaining agreement.
- C. The policies and procedures set forth in the City’s Drug Free Workplace and Alcohol Policy constitute statements on policy only and are not to be interpreted as a contract of employment between the City and any of its employees. The City reserves the right to change, modify or delete any of the Program’s provisions and policies, at any time, with or without prior notice. The policies contained in this Drug Free Workplace Program supersede all prior City policies on substance abuse.

Refer to CW08-07 for policy details.