

DRUG FREE WORKPLACE [POLICY](#)

The Spokane Regional Health District is committed to providing a safe drug-free work environment and to fostering the well being and health of its employees. That commitment is jeopardized when a Health District employee illegally misuses drugs or uses alcohol on the job, comes to work under the influence, or possesses, manufactures, distributes, or sells illegal drugs or alcohol in the workplace. All employees must abide by the following terms as a condition of employment or continued employment:

- A. It is a violation of Health District policy for any employee to unlawfully manufacture, distribute, dispense, possess, sell, trade, offer for sale or use controlled substances on the job or to otherwise engage in the illegal misuse of drugs or use of alcohol on the job.
- B. It is a violation of Health District policy for anyone to report to work or work under the influence of illegal drugs or alcohol.
- C. It is a violation of Health District policy for anyone to misuse prescription drugs.

[Reasonable suspicion testing for alcohol \(Breath Alcohol Content - BAC\) or controlled substances \(Urine Analysis - UA\) may be directed by SRHD for any employee when there is reasonable cause that an employee is under the influence of a drug and/or alcohol at work. The decision to require testing will be based on specific facts and/or reasonable inferences derived from those facts.](#)

[If reasonable suspicion exists, employees must submit to alcohol and/or controlled substance testing when requested by SRHD. A refusal to test is considered the same as a positive test. When an employee is referred for testing, he/she will be timely transported to an authorized testing facility by SRHD. The cost of transportation and reasonable suspicion testing, including the employee's salary will be paid by the SRHD.](#)

Violators of this policy are subject to corrective action up to and including termination.

The goal of this policy is to balance respect for individuals with the need to maintain a safe, productive, drug and alcohol free work environment. Everyone shares responsibility for maintaining a safe work environment, and co-workers should encourage anyone who may have a drug or alcohol problem to seek help.

As a condition of employment, employees must abide by the terms of this policy and must notify their supervisor and the Office of Human Resource Services in writing of any conviction for violation of a criminal drug statute occurring in the workplace or during work hours no later than five calendar days after such conviction.

Barbara Lorang 8/19/11 3:17 PM

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Barbara Lorang 8/18/11 4:28 PM

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