

Resolution 2023-07 Attachment A

City of Dillingham Drug Free Workplace Policy

10.08 DRUG FREE WORKPLACE POLICY ~~The City of Dillingham has adopted a Drug Free Workplace policy as an integral part of these Personnel Regulations. All employees must sign the policy as a condition of employment.~~

~~Supervisors, department heads, and/or the City Manager may direct a City employee, during regularly scheduled work hours, to submit to a breathalyzer and/or other medical test, if the employee exhibits behavior or actions that would indicate that he/she is under the influence of any intoxicant, non-prescription, hallucinogenic or narcotic drug. Refusal of the employee to take such a test will be grounds for disciplinary actions, up to and including dismissal.~~

It is the policy of the City of Dillingham, that the unlawful manufacture, distribution, dispensation, use or possession of any alcoholic substance or drugs, including barbiturates, hallucinogens, marijuana, or derivatives, cocaine, opium, heroin or other mind-altering substance, other than prescribed medication, during working hours shall be prohibited.

Additionally, employees shall not take such substances during lunch hours, or shall not report to work at any time within eight hours of such use of such substances. Employees shall not transport such substances in vehicles or equipment owned by the City.