



County of Imperial

Drug and Alcohol Policy Statement

1. The County of Imperial ("County") has established rules and procedures regarding the use and possession of illegal drugs and/or alcohol and the procedures to be used to test for illegal drugs and/or alcohol. The intent of such policy is to minimize the health and safety risks to our employees and the general public. Furthermore, such policy is intended to prevent illegal drug and alcohol in the workplace and to follow the requirements and guidelines set forth under state and federal law, including, Title 49 CFR Part 40 and 382, The Federal Drug Free Workplace Act of 1988 and 1999, the California Drug Free Workplace Act of 1990, (California Government Code Section 8350), California Vehicle Code Section 34520, California Penal Code Section 308 and Labor Code Section 6300.
2. No employee shall consume alcohol, illegal drugs, or mood altering substances or have any detectable amount of illegal drugs, mood altering substances or alcohol at or above .01%BAC within an employee's bodily system during the employee's compensable work time or while at any workplace. The term workplace includes all County property, including parking areas, or any place at any time that an employee is acting within the scope of employment for the County. This does not include participating in a County Board of Supervisor's sponsored event, only to the extent that limited alcohol consumption is permitted and within the limits of this policy. The phrase "detectable amount of illegal drugs or mood altering substances" does not include the presence of nonpsychoactive cannabis metabolites in the hair, blood, urine, or other bodily fluids.
3. No employee shall manufacture, sell, distribute, dispense, possess, consume, trade or be under the influence of alcohol, illegal drugs, or mood altering substances while on compensable work time or while at any workplace. Being "under the influence" of illegal drugs or mood altering substances does not include the presence of nonpsychoactive cannabis in the hair, blood, urine, or other bodily fluids.
4. Any employee who is convicted of driving under the influence of alcohol (as defined by state law) or illegal drugs/controlled substances while acting within the scope of employment, is subject to discipline, up to and including termination of employment, even for a first violation.
5. Any employee who violates the above directives is subject to discipline, up to and including termination of employment, even for a first violation. Any reference to disciplinary action, including termination in this policy statement, does not apply to the detection of nonpsychoactive cannabis metabolites in the hair, blood, urine, or other bodily fluids.
6. The Board has established a Drug and Alcohol Policy. The full version of the policy is available at the Human Resources and Risk Management Office of by visiting our website at <https://hr.imperialcounty.org/>.
7. For information regarding the dangers and effects of drugs and alcohol at the workplace, please visit <https://fdtsi.com/training>.

I acknowledge that I have received a copy of the County's Drug & Alcohol Policy Statement and agree to abide by it.

Employee Name: _____

Date: _____

Employee Signature: _____

Department: _____