

FRUITLAND SPECIAL SERVICE DISTRICT

DRUG-FREE WORKPLACE POLICY

I. Purpose

The **Fruitland Special Service District (FSSD)** is committed to maintaining a safe, healthy, and productive work environment for all employees, volunteers, and board members. To achieve this goal, FSSD has adopted this **Drug-Free Workplace Policy**, which prohibits the unlawful manufacture, distribution, possession, or use of controlled substances and alcohol in the workplace or while conducting district business.

II. Scope

This policy applies to all **employees, volunteers, and board members** of FSSD while they are:

1. On district property, including offices, vehicles, and worksites.
2. Conducting district business, regardless of location.
3. Operating or responsible for district equipment, tools & vehicles..
4. Representing the district at official events, meetings, or functions.

III. Prohibited Conduct

The following activities are strictly prohibited:

1. **Possession, use, sale, distribution, or manufacture** of illegal drugs, controlled substances, or unauthorized prescription drugs.
2. **Being under the influence** of illegal drugs or alcohol while performing district-related duties.
3. **Abuse or misuse of prescription medication** that impairs job performance or safety.
4. **Refusal to submit to required drug or alcohol testing** under this policy.

IV. Drug and Alcohol Testing

FSSD reserves the right to conduct drug and alcohol testing under the following conditions:

1. **Pre-Employment Screening** – Required for all new employees in safety-sensitive positions before hiring.
2. **Reasonable Suspicion Testing** – Conducted when there is credible evidence that an individual is under the influence while performing district duties.
3. **Post-Accident Testing** – Required if an accident occurs while on duty and there is reasonable cause to believe drugs or alcohol may have been a contributing factor.
4. **Random Testing** – May be conducted on employees in **safety-sensitive** positions.
5. **Return-to-Work Testing** – Required for employees returning from drug or alcohol rehabilitation.

V. Medical Marijuana and Prescription Medications

- Employees and board members must **inform the District Clerk** if they are taking prescribed medications that may impair their ability to perform work safely.
- The use of medical marijuana **does not exempt** individuals from disciplinary action if their performance is impaired.

VI. Disciplinary Action

Any violation of this policy may result in **disciplinary action**, including but not limited to:

1. **Mandatory participation in a drug or alcohol treatment program** (if applicable).
2. **Suspension** with or without pay.
3. **Termination of employment or volunteer status.**
4. **Removal from the board** (for board members).

VII. Confidentiality and Compliance

- All drug test results will be handled confidentially.
- Employees and volunteers are encouraged to seek help for substance-related issues through **Employee Assistance Programs (EAPs)** or other resources.
- Compliance with this policy is **a condition of employment, board membership, and volunteer service** with the district.

VIII. Employee and Board Member Acknowledgment

Each employee, board member, and volunteer must sign an acknowledgment stating they have received, read, and understand the **Drug-Free Workplace Policy** and agree to comply with its terms.