EMPLOYEE DRUG POLICY



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Alcohol and Substance Abuse Policy (Company name) is a drug and alcohol-free workplace. The use of or being under the influence of illegal drugs and/or alcohol is inconsistent with the behavior expected of employees. http://ebookslibrary.club/download/Alcohol-and-Substance-Abuse-Policy-Workplace-Health-and--.pdf

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Possession, use, solicitation for, or sale of legal or illegal drugs or alcohol away from the Company or customer premises, if such activity or involvement adversely affects the employee's work performance, the safety of the employee or of others, or puts at risk the Company's reputation.

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Federal and Texas state laws provide almost no limitations on drug and alcohol testing policies for private companies. As long as employers notify employees of the policy, the law stands aside.

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Sample Drug Testing Policy Society for Human Resource

If the employee comes to work under the influence of drugs or alcohol or uses drugs or alcohol during work time, the employee will be disciplined in accordance to the policy up to an including termination. Under [Company Name]'s drug testing policy, all current and prospective employees must submit to the drug testing policy.

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Marijuana Use and Workplace Drug Policies SHRM Online

*Review your drug-use and drug-testing policies to ensure that they clearly explain your expectations regarding impairment, marijuana use outside of company time and drug testing.

http://ebookslibrary.club/download/Marijuana-Use-and-Workplace-Drug-Policies-SHRM-Online.pdf

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Employers need to establish a drug and alcohol testing policy and program that will ensure all employees are not in any potential danger arising from injuries or accident due to alcohol and drug misuse.

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Therefore, law enforcement agencies should maintain a drug-free workplace in part through the use of random employee drug testing for all safety-sensitive positions. The critical mission of law enforcement establishes a compelling need to maintain a drug-free work environment.

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Please note: The Department of Labor ended the drug-free workplace program in 2010. Accordingly, it does not currently administer a Workplace drug testing advisory web page and is not responsible for the content of the linked sites.

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