

## **BETHLEHEM PUBLIC LIBRARY**

### **DRUG AND ALCOHOL-FREE WORKPLACE POLICY**

*Interim Approval October 13, 1998*

*Policy adopted by the Board of Trustees December 14, 1998*

The library is committed to maintaining a drug- and alcohol-free workplace, and will not tolerate any drug or alcohol use or activity which endangers the health and well-being of its employees or the delivery of its services and programs.

This policy applies to the following substances: alcoholic beverages of any kind, and controlled or illegal drugs or substances, including all forms of narcotics, hallucinogens, depressants, stimulants, and other drugs whose use, possession, or transfer is restricted or prohibited by law.

Exceptions include drugs prescribed by a physician, dentist or other person licensed to prescribe or dispense controlled substances or drugs used in accordance with the prescriber's instructions.

Note: Employees using any medicines which cause drowsiness or other side effects that may impair their ability to perform the job properly and safely should inform their supervisor or the supervisor's designated alternate.

The following activities are prohibited while an employee is on the library premises, engaged in library business or driving a library vehicle: unlawful or unauthorized manufacture, possession, use, sale, distribution, dispensation, receipt, or transportation of any drugs or alcoholic beverages, being under the influence of unlawful or unauthorized alcohol or other drugs during business hours, performing duties while under the influence of unlawful or unauthorized alcohol or other drugs whether on or off the premises.

An employee who engages in such behavior is subject to disciplinary action including dismissal or, as a condition of continued employment, may be required to successfully complete drug or alcohol abuse counseling or rehabilitation.

Employees may obtain information about the library's Employee Assistance Program from the human resources administrator.