

Drug & Alcohol Free Workplace

Policy Number: 730

Employees, agents, and volunteers are prohibited from being in possession of, dispensing, consuming or being under the influence of any type of illegal, illicit or unauthorized drug or alcohol in buildings or grounds owned or leased by Cottonwood County, while operating any vehicle owned or leased by Cottonwood County or while performing any duties for or on behalf of Cottonwood County or while attending any meetings, seminars or other proceedings on behalf of the County or as part of a County-paid training opportunity.

Sheriff's offices or other employees assigned such work-related activities may be exempted from the above listed activities if these are assigned in the performance of the job under such rules and regulations as the County Sheriff may impose in writing.

In the event that an employee, agent or volunteer is using any type of drug, narcotic or controlled substance, which is prescribed by a physician or is an over-the-counter medication, which impairs or may impair the individual's ability to perform their duties, the individual has the affirmative duty to inform their supervisor. Failure to comply with this policy will result in disciplinary action, including possible immediate dismissal. Any employee found in violation of this policy is subject to the provisions of this drug and alcohol testing policy, at the discretion of the employer, however, the employer is not required to conduct drug and alcohol testing and may instead choose to terminate the employee.

For the purpose of this section "alcohol" includes any alcohol beverages, malt beverages, wine, or other intoxicating liquor. "Illegal, illicit or unauthorized drug" includes narcotic drugs, hallucinogenic drugs, amphetamines, barbiturates, marijuana, anabolic steroids, or any other controlled substances as defined in Schedules I-V of the Controlled Substances Act, 21 USC §812 and/or Minn. Stat. §152.01 subd. 4 or including analogous and look-alike drugs, when not legally prescribed by a physician and used according to the prescription by the authorized individual.