

Thurston County Fire Protection District 8

DISTRICT POLICY MANUAL



<i>POLICY TITLE:</i>	Drug & Alcohol Free Workplace
<i>POLICY NUMBER:</i>	3-06-PO-00
<i>REVISION:</i>	2
<i>DATE ISSUED/REVISED:</i>	
<i>BOARD APPROVAL SIGNATURE:</i>	

I. PURPOSE: The District is committed to operating a drug and alcohol free workplace. Accordingly, the manufacture, distribution, dispensation, possession or use of controlled substances, is strictly prohibited while the member is on duty. Members who possess or use drugs or alcohol in violation of this Policy are subject to disciplinary measures in accordance with Policy 3-07 "Disciplinary Process". This Policy and attendant Procedure will provide for:

- A. Definition of related terms;
- B. Assignment of responsibilities of each party;
- C. Prescribe testing for pre-employment, reasonable suspicion, post-accident, return-to-duty and post-treatment situations;
- D. Prescribe the methodology of such testing;
- E. Search notice and conditions;
- F. Member disciplinary actions;
- G. Reporting of violations;
- H. Member training and education;
- I. Member rehabilitation options;
- J. Member privacy considerations;
- K. Member commitment to Policy, notice and training;
- L. Member right of appeal; and
- M. Considerations of conflicts with other laws.