

EL DORADO COUNTY FIRE SAFE COUNCIL

Article X. Drug-Free Workplace

Section 10.01 Commitment to Drug-Free Workplace

The El Dorado County Fire Safe Council (EDCFSC) is committed to maintaining a drug-free workplace pursuant to the mandate and requirements of the Federal Drug-Free Workplace Act of 1988 (P. L. 100-690) and Title 41, Chapter 10, Section 702 of U.S. Code. As part of this commitment, the EDCFSC has adopted the following Drug-Free Workplace Statement. This statement is intended to work in concert with prohibitions on controlled substances for Board members, officers, contractors and contract employees both within and outside the workplace and are intended to help maintain a healthy, safe and exemplary environment for the conduct of EDCFSC business.

Section 10.02 Drug-Free Workplace Statement

"All Board members, officers, contractors and contract employees of the El Dorado County Fire Safe Council are prohibited from engaging in any activity relating to the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances during conduct of business for the El Dorado County Fire Safe Council. Such activity is also prohibited while working, anywhere on an El Dorado County Fire Safe Council project site."

For purposes of this statement, "controlled substance" refers to any drug, intoxicating compound or other substances which are illegal to possess, use, sell or otherwise promote. Examples of illicit substances include, but are not limited to:

- (a) Dangerous, detrimental, or harmful drugs and intoxicating compounds such as cocaine, heroin, marijuana, hashish, amphetamines, methamphetamines, barbiturates, hallucinogens, and other controlled substances which have a dangerously stimulative or depressive effect on the central nervous system.
- (b) Anabolic steroids
- (c) Drug paraphernalia

Section 10.03 Condition of Membership or Contract

As a condition of membership or contract, all members, contractors and contract employees must abide by the terms of the drug-free workplace statement, and must notify the EDCFSC of any criminal drug statute conviction for a violation occurring in the workplace or while on working time no later than ten days after such conviction. A Board member, contractor or contract employee's failure to comply with this provision, whenever discovered by the EDCFSC, may result in immediate removal from the Board or cancellation of a contract.

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Section 10.04 Discipline and Discharge

Disciplinary action shall be imposed on any Officer, Board member, contractor or contract employee who engages in any of the above-prohibited activities. Disciplinary action may include removal from office or Board position or suspension of contract pending an investigation and final decision on the appropriate disciplinary response. Because violation of the Drug-Free Workplace Statement may also constitute a violation of law, persons believed to be offenders will be referred for prosecution. Depending upon the circumstances of the violation, the EDCFSC may terminate the contract of a contractor or contract employee for the first offense.