

DOT Drug and Alcohol Free Workplace

Human Resources

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1.0 PURPOSE:

The purpose of this policy is to assist in the prevention of accidents and injuries that result from the misuse of drugs and/or alcohol. This policy is intended to be consistent with and in compliance with the U.S. Department of Transportation and the Federal Motor Carrier Safety Administration (FMCSA) drug and alcohol testing rules, regulations and procedures contained in Title 49 C.F.R. and the Drug Free Workplace Act of 1988.

2.0 ORGANIZATIONS AFFECTED:

This policy applies to all employees who operate a commercial motor vehicle on a full time, casual, intermittent or occasional basis and who perform safety-sensitive functions.

3.0 POLICY:

The City of West Allis is committed to protecting the safety, health and well being of all employees and recognizes that drug and alcohol abuse poses a significant threat to the goals of the City of West Allis. Employee involvement with alcohol and other drugs can be very disruptive, adversely affect the quality of work and performance of employees, pose serious health risks to users and others, and have a negative impact on productivity and morale. The City has established a drug-free workplace program that balances the respect for individuals with the need to maintain a drug and alcohol free environment.

4.0 REFERENCES:

Omnibus Transportation Testing Act of 1991 (U.S. Department of Transportation and the Federal Motor Carrier Safety Administration [FMCSA] drug and alcohol testing rules, regulations and procedures, Title 49 C.F.R.)

Drug Free Workplace Act of 1988.

City of West Allis Policies & Procedures Manual Policy No. 1447, Drug Free Workplace Policy, dated 6/29/89.

5.0 PROCEDURES:

Refer to attached.