



County of Los Angeles BOARD OF SUPERVISORS POLICY MANUAL

| Policy #: | Title: | Effective Date: |
|-----------|-----------------------------|-----------------|
| 9.050 | Drug Free Workplace Program | 06/09/92 |

PURPOSE

Establishes a policy for a drug free workplace as an essential element in discharging the County's responsibility to provide a safe, healthful workplace and to protect the safety and health of the public.

REFERENCE

April 16, 1992, memorandum, "County Drug Free Workplace Program, Amendment of Fringe Benefit Agreement With the Coalition of County Unions, Drug Testing Agreement with Beach Lifeguards (Unit 641) and Supervisory Beach Lifeguards (Unit 642)", to the Board of Supervisors from the Chief Administrative Officer.

June 9, 1992 Board Order Synopsis 66

POLICY

It is the policy of the County of Los Angeles that the abuse of drugs, including alcohol, by employees or contract personnel is unacceptable because it adversely affects health, safety, security and productivity as well as public confidence and trust.

Using, possessing, selling or being under the influence of illegal drugs is unlawful, dangerous and is absolutely prohibited at the workplace. Further, the use of alcohol or prescribed drugs to any extent while on duty which impairs safety and effective job performance is also prohibited.

Violation of any element of this policy shall result in disciplinary action up to and including termination.

The operational program established to enforce this policy shall not supersede any departmental drug/alcohol testing program which was in effect prior to the date of approval of this program by the Board of Supervisors or which comes into effect after approval of this program as a result of an agreement with a certified employee organization; nor does it supersede the United States Department of Transportation Drug and Alcohol Testing Program which is mandated for drivers of commercial motor vehicles as defined by the Department of Transportation.

RESPONSIBLE DEPARTMENT

Chief Executive Office

Department of Human Resources

DATE ISSUED/SUNSET DATE

Issue Date: June 9, 1992
Review Date: November 18, 2004
Review Date: June 23, 2008
Review Date: March 28, 2013

Sunset Review Date: April 26, 2003
Sunset Review Date: April 26, 2008
Sunset Review Date: April 26, 2013
Sunset Review Date: April 26, 2018