

# MACOMB COUNTY HUMAN RESOURCES POLICY

## DRUG-FREE WORKPLACE

The Federal Drug-Free Workplace Act of 1988 imposes certain requirements on Macomb County and its employees as recipients of Federal grant funds. Macomb County supports the purpose and goals of the Act and by this Policy, makes clear its intention to comply with this Act and to continue making efforts to ensure a drug-free workplace. Therefore, it is the Policy of Macomb County that any unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the work place is strictly prohibited. This includes the misuse or abuse of prescription drugs.

Any site where work is conducted is declared a drug-free workplace. Employees cannot, for any reason, manufacture, distribute, dispense, possess, or use any illegal and/or non-prescribed controlled substance. Such controlled substances include those identified in Schedules I through V of the United States Controlled Substances Act, 11 USC 812, and include by way of example, Narcotics (heroin, morphine, etc) Cannabis (marijuana, hashish), Stimulants (cocaine, crack, amphetamines, etc.), Depressants (tranquilizers, etc), Hallucinogens (PCP, LSD, XTC, etc.).

All employees of Macomb County must abide by the terms of this Policy and must notify their Elected Official/Department Head or Human Resources and Labor Relations of any criminal drug statute conviction no later than five (5) days after such conviction.

Approved:



Office of County Executive

7-8-14

Date