



Drug-Free Workplace Policy

The drug-free workplace act requires SCRLC, as a federal contractor and/or grant recipient, to certify that it will provide a drug-free workplace. To ensure a safe and efficient drug and alcohol-free workplace and ensure compliance with federal regulations, the following policy has been adopted and will be observed by SCRLC employees.

Impairment Prohibited

No employee will report for work or will work impaired by any drug or controlled substance or alcohol. An employee may use a substance administered by or under the instructions of a physician who has advised the employee that the substance will not affect the employee's ability to safely perform his or her duties.

Possession Prohibited

No employee at any work site will possess any quantity of any unlawful controlled substance. "Worksite" means any motor vehicle, building, yard or site of any SCRLC-sponsored event or any location in which the employee is to perform work. Any violation of this policy will result in immediate disciplinary action.

Disciplinary Action

An employee who after investigation is found to have violated this Drug-Free Workplace policy may be referred for counseling or rehabilitation and will be subject to appropriate disciplinary action.

Company Sponsored Alcoholic Beverages

If the Executive Director and/or Board of Trustees President considers it appropriate, light alcoholic beverages may be served at company-sponsored events for purely social reasons if such service is managed in good taste, with good judgment, and if appropriate licenses are obtained.

Approved by the Board of Trustees, March 21, 2014

Amended by the Board of Trustees, March 31, 2017

Amended by the Board of Trustees, May 19, 2017