LAKE COUNTY
FLORIDA

Drug Free Workplace Policy

LCC-28 - Approved 11/21/06

Objective

The Lake County Board of County Commissioners is committed to maintaining a workplace that is free from the presence and effects of drugs and/or alcohol, providing the highest level of service to its citizens, and minimizing the risk of accidents and injuries.

Directives

The County prohibits employees from using, selling, dispensing, distributing, possessing, or manufacturing illegal drugs and/or alcoholic beverages while on County premises, work sites, or in a County vehicle. In addition, employees are prohibited from off-premise use of alcohol and possession, use, and/or sale of illegal/prescription drugs, when such activities adversely effect job performance, job safety, or interferes with the County's ability to carry out its mission.

Pursuant to Drug Free Workplace regulations, Lake County conducts the following types of drug and/or alcohol tests: reasonable suspicion, post accident, routine fitness for duty, and follow-up. Safety sensitive and high-risk positions are also subjected to pre-employment and random drug/alcohol tests.

An employee will be subject to corrective action, up to and including termination, for violation of this policy.

For more information, please refer to the Drug Free Workplace Procedure ES-4.02.01
or contact the Office of Employee Services.

Department of Employee Services
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