

**GRAND FORKS COUNTY
POLICY MANUAL**

POLICY NO. 105-16.1

Eff. 7/2/13

Rev. 11/19/13

DRUG AND ALCOHOL DRIVING POLICY

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Being under the influence of drugs or alcohol while on the job is a serious safety and health risk to the user, those who work with the user, and the public. It may also be a violation of state law.

The use, possession, sale, transfer or distribution of either alcohol or any illegal drug is strictly prohibited while operating a personal vehicle while on duty, or while operating a county-owned vehicle or any county-owned equipment.

Medications legally prescribed by a medical professional are an exception to this policy, but only provided they do not adversely affect job performance or the safety of the employee or others who work with the employee.

Grand Forks County recognizes that employees may wish to seek professional assistance in overcoming alcohol or drug problems. Please contact your supervisor for more information about benefits and/or referral sources available.

Following this policy is considered to be a condition of employment with Grand Forks County. Upon reasonable and articulable suspicion of violation of this policy, employees shall submit to a chemical test to determine compliance with this policy. Failure to abide by this stated policy will be considered a breach of that condition of employment and the person in violation will be subject to disciplinary action, including suspension and possible termination.