

# EMPLOYEE ALCOHOL AND DRUG TESTING

## Policy 523.11

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### Reasonable Suspicion Testing

All employees shall be required to undergo alcohol and drug testing at any time the District has reasonable suspicion to believe that the employee has violated the District's policy concerning alcohol or drugs. Such alcohol or drug testing may be conducted when there is reasonable suspicion to believe that the employee has used or is using drugs or alcohol prior to reporting for duty, or while on duty, or prior to or while attending any District function on or off District property. The District's determination that reasonable cause exists must be based on specific, contemporaneous, accurate observations concerning the appearance, behavior, speech or body odors of the employee. The observations must be made by a supervisor.

Reasonable suspicion shall not include an employee's lawful use of lawful products, where such use has no reasonable connection to the employee's work-related responsibilities or obligations under District policy.

### Consequence for Violation

Employees who violate the District's policies or rules regarding alcohol, or drug use and employees who refuse to consent to testing shall be subject to disciplinary sanctions. Such sanctions may include referral to drug and alcohol counseling or rehabilitation programs or employee assistance programs, discipline or discharge from employment with the District, and referral to appropriate law enforcement officials for prosecution.

### **Legal References:**

### **Cross References:**

**Adoption Date:** 2/15/2016