

CITY OF DETROIT

Substance Abuse Policy

The City of Detroit's goal is to establish and maintain a work environment that is free from the effects of alcohol and drugs. Employees who work while under the influence of drugs or alcohol present a safety hazard to themselves, their co-workers and the public. Moreover, the presence of drugs and/or alcohol in the work place limits the City's ability to perform at the highest levels and provide our customers with quality service. By prohibiting substance abuse, and by establishing a program to determine whether employees are engaged in substance abuse, this policy seeks to prevent its risks and ill effects. This policy replaces all existing policies concerning substance abuse and drug testing of employees.

Compliance with the City's various drug and alcohol policies is an important part of an employee's behavior. Employees with a drug-related or alcohol-related problem are encouraged, for his/her benefit as well as the benefit of fellow employees, and the City, to voluntarily seek treatment for such problems through the Employee Assistance Center (EPA) or a treatment program of his/her choice.

The use or possession of alcohol, illegal drugs, narcotics or controlled substances, including the illegal sale of these substances, while on the job, in City vehicles, or on City property, constitutes grounds for disciplinary action, up to and including discharge.

Any illegal substance found will be turned over to the appropriate law enforcement agency and could result in criminal prosecution.

The legal use of drugs prescribed by a licensed physician may be permitted provided the employee informs his/her supervisor of any effects the drugs may have on the employee and the employee's job performance. The City of Detroit will explore whether an accommodation can be made for the employee's present use of legal drugs. The City has the discretion to reassign the employee and/or place the employee on leave if it determines the legally prescribed drug will adversely affect the employee's job performance, jeopardize the safety of the employee, other employees, public or City property, or where such usage may adversely affect the public's trust in the City's ability to fulfill its responsibilities.

The City of Detroit is committed to maintaining an environment free of illegal drugs and drug and alcohol abuse. The Departments' Rules or Orders, the Substance Abuse Testing Procedures, the Substance Abuse Program Guidelines, or a Labor Agreement provides instruction on the procedures to apply to each classification.