

Drug-Free Work Place Policy
(As adopted August 14, 2012)

Tuscarora Township demands a drug-free, safe and secure work environment for our employees. To ensure a safe and efficient workplace, Tuscarora Township will strictly enforce the following rules:

1. No employee shall possess, distribute, use or be impaired by alcohol or unlawful controlled substances on Township property, while on Township business, or during working hours, including rest and meal periods.
2. No employee shall possess, distribute, use, be impaired by, or have in his bodily system, unlawful controlled substances on Township property, while on Township business, or during working hours, including rest and meal periods.
3. No employee shall be impaired by lawfully prescribed controlled substances while on Township property, on Township business, or during working hours, including rest and meal periods.
4. Any employee who violates any of these rules may be disciplined up to and including discharge.

“Unlawful controlled substances” are those substances that are illegal to sell or possess; “legal prohibited drugs” are any prescription or non-prescription drugs that may impair working ability. An employee who is taking a legal prohibited drug must notify his or her supervisor if its use is expected to adversely affect the employee’s performance of the essential functions of the employee’s job. Employees have a duty to know if the legal prescription or non-prescription drugs they are taking may impair ability.