

DRUG-FREE WORKPLACE POLICY

Purpose

In the interest of lawfulness and good health, the Town of Weston workplace and facilities shall be free from the illegal use, possession, sale, or distribution of controlled substances.

II. Applicability

This policy applies to all employees and elected officials of the Town, contractors, applicants for employment and volunteers. It also applies to members of the public, including contractors and vendors who use Town facilities.

As used in this policy, "workplace" and "facilities" include Town owned spaces and non-Town owned property which is used in the conduct of Town business, including property used temporarily for business related purposes, such as vehicles and sites used for meetings, training, or other Town activities.

Controlled substance, as used in this policy means any drug which is not legally obtainable, or which is legally obtainable but has not been legally obtained. The term includes prescribed drugs not legally obtained and not being used for prescribed purposes.

III. Prohibited Conduct

The illegal use, possession, sale or distribution of controlled substances in or on Town work places or facilities will not be tolerated. When such activity involves an employee it shall constitute grounds for review and/or dismissal as provided by Town Personnel Policies. When involving a non-employee the matter shall be referred to the Select Board or law enforcement officials as appropriate to the circumstances.

The criminal conviction of an employee for the illegal use, possession, sale or distribution of a controlled substance may be considered grounds for dismissal.

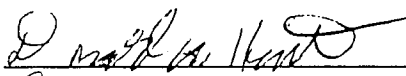
Any employee who appears to be under the influence, or is alleged to have used, possessed, distributed or sold a controlled substance while at a Town workplace or facility, may be relieved from duty pending further investigation.

IV. Dissemination, Education and Treatment

All employees, elected officials, and other affected persons shall be informed of this policy and the Town's commitment to a drug-free workplace.

The Town encourages professional assistance or counseling for any employee, elected official, and other affected person who has a controlled substance dependency, or any other controlled substance related problem.

Accepted by the Weston Select Board on 10 of OCTOBER, 1996.



Dennis J. Boynton
1101 Main St. Weston, MA