

	Policies	
	Title: <p style="text-align: center;">Drug Free Work Place</p>	4.7.1
	Approved By: UPRAD Board of Directors	Effective Date: 4/04/2006

Drug Free Work Place

Employees and Ute Pass Regional Ambulance District (UPRAD) have a mutual obligation to ensure a safe and healthy work environment to ensure that the work place is free of employees whose job performance may be impaired by the use of drugs and/or alcohol.

UPRAD has a zero drug tolerance policy. No employee may use, possess, distribute, sell, or be under the influence of alcohol or illegal drugs while on duty, operating UPRAD equipment, on UPRAD property, and/or while conducting business related activities off premises. The legal use of prescribed drugs is permitted on the job only if it does not impair a employee's ability to perform the essential functions of the job effectively and in a safe manner that does not endanger the individuals or patients in the workplace.

Under the Drug Free Workplace Act, an employee who performs work for a government contract or grant must notify UPRAD of a criminal conviction for drug-related activity occurrence in the workplace. The report must be made within five days of the conviction.

Alcohol and drug testing will be conducted for "cause" including but not limited to any vehicle accident involving an UPRAD vehicle, any complaint or report of inappropriate actions, or at any other time when there is a reasonable suspected use of alcohol or drugs by a employee. However, UPRAD reserves the right to conduct alcohol and drug testing for pre-employment screening and randomly as a condition for continued employment.

Violations of this policy may lead to corrective action up to and including immediate termination of employment. Such violations may also have legal consequences for that individual employee.