

RESOLUTION NO. 688
HOUSING AUTHORITY OF FORT MILL
DRUG-FREE WORKPLACE POLICY

This Policy is provided pursuant to the Drug-Free Workplace Act of 1988.

The unlawful manufacture, distribution, dispensation, possession, possession for sale or distribution, or use of a controlled substance is prohibited on ALL the premises of the Housing Authority of Fort Mill. Also, the abuse of prescription drugs is expressly prohibited. Appropriate disciplinary actions, which may include termination, will be taken against any Housing Authority of Fort Mill employee for violation of these prohibitions.

A controlled substance for purposes of this Policy means a controlled substance listed in schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. Section 812), and as further defined by Federal regulations (21 C.F.R. Sections 1300.11 through .15). This list includes, but is not limited to marijuana, heroin, PCP, cocaine, and amphetamines.

A condition of employment for work under funds received by the Housing Authority from any Federal agency, is that each employee directly engaged in the performance of work funded by such a grant will:

- A. Abide by the terms of this Policy, and
- B. Notify the Housing Authority of his or her criminal drug statute conviction for any violation occurring in the workplace of the Fort Mill Housing Authority no later than five (5) days after such conviction.
 1. Conviction means a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violation of Federal or State, (including the District of Columbia) criminal drug statutes.
 2. Criminal drug statute means a criminal statute involving manufacture, distribution, dispensation, use or possession of any controlled substance.
- C. Submit to random drug testing by the employer.

A sanction will be imposed on any employee so convicted. Within thirty (30) days after receiving notice of the conviction:

- A. The Housing Authority of Fort Mill will take appropriate disciplinary action against such employee, up to and including termination; or
- B. The Housing Authority will require such employee to satisfactorily participate in drug abuse assistance or rehabilitation program approved for such purpose by a Federal, State, or local health, law enforcement, or other appropriate agency.

This notice supplement, and does not replace, personnel rules applicable to employees of the Housing Authority of Fort Mill, South Carolina.

A copy of this Policy was received by _____ on this the _____ day of _____, _____.

Employee Signature