

CITY OF GRAND FORKS

POLICY TITLE: Employees - **POLICY NO:** 609

Substance Abuse (Drugs & Alcohol)

EFFECTIVE DATE: March 16, 2009 **SUPERSEDES:**

APPROVAL: Council **PAGE:** 1 of 1

POLICY:

Employees using illicit drugs or alcohol while at work will be subject to discharge.

PURPOSE:

Safety of employees and the public is a high priority for the City, because of this concern, employees using illicit drugs and alcohol while at work will be subject to discharge without recourse.

PROCEDURE:

The step-discipline system will be followed for any infraction of this nature. Depending on the circumstances and severity of the offence and whether it is a safety issue will be taken into consideration.