



VERNON PARISH POLICE JURY

PRE-EMPLOYMENT SCREENING POLICY

POLICY

The Vernon Parish Police Jury requires all candidates for employment to pass a pre-employment screening. This screening includes alcohol and drug testing as well as a physical.

APPLICABILITY

This policy applies to all candidates for employment by the Vernon Parish Police Jury.

This policy is effective on the date of approval and **supersedes and replaces all prior policies** and understandings, whether oral or written, relating to the subject matter hereof.

REQUIREMENTS & PROHIBITIONS

1. All candidates for employment must pass an alcohol and drug screening prior to being employed by the police jury.
2. Refusal to submit to an alcohol or drug screening will result in **not** being hired.
3. Failing a drug or alcohol screening will result in **not** being hired.
4. At the time the specimen is given, it is the responsibility of the candidate for employment to tell the lab technical all of the medications that you have taken for the past 60 days. Do not omit any medication that you have taken as they could result in a positive drug screen. You may also be asked to provide prescriptions or the name of the prescribing physician to the Human Resources Department.
5. All candidates for employment must pass a physical exam prior to being hired.
6. Refusal to submit to a pre-employment physical will result in **not** being hired.
7. Results of pre-employment physicals will be reviewed on an individual basis. As a condition of employment, you may be required to have a doctor's release prior to starting work.

MEDICAL MARIJUANA

In accordance with Act 651 of the 2022 Regular Session of the Louisiana Legislature, no state agency shall subject an employee or prospective employee to negative employment

consequences solely on a positive drug test for marijuana, marijuana components, including tetrahydrocannabinols, or marijuana metabolites if the employee or prospective employee has been clinically diagnosed as suffering from a debilitating medical condition and a licensed physician has recommended marijuana for therapeutic use by the employee or prospective employee in accordance with R.S. 40:1046.

Act 651 shall not be construed to prohibit the imposition of negative employment consequences on an employee who uses or is impaired by marijuana on the premises of the employer or during work hours.

Act 651 does not apply to any employee whose principal responsibility is to operate a parish vehicle, maintain a parish vehicle, or supervise any employee who drives or maintains a parish vehicle as their principal responsibility. In addition, Act 651 does not apply to emergency medical services, law enforcement, and firefighter services.

CONSENT & RELEASE

I give my consent for the results of my drug, alcohol, and physical screenings to be released to Vernon Parish Police Jury Human Resources Department to determine my eligibility for employment.

VIOLATIONS

Any candidate for employment failing to satisfy the requirements of this policy will **not** be hired by the Vernon Parish Police Jury.

ACKNOWLEDGEMENT

I have read the above Pre-Employment Screening Policy and understand that I am expected to comply with this policy.

Print Name

Signature

Date: _____