



## VERNON PARISH POLICE JURY

### ALCOHOL & DRUG USE POLICY

#### POLICY

This policy is to protect the safety, order, and security of our staff and facilities by establishing an alcohol and drug free environment.

#### APPLICABILITY

This policy applies to all employees of 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. Employees are required to submit to random alcohol or drug screening.
2. Alcohol and drug screenings are required following all job-related accidents.
3. At the time the specimen is given, it is the responsibility of the candidate, or employee, to tell the lab technical of the medications that have been 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 Human Resources.
4. All employees are subject to search for alcohol, contraband, and/or drugs upon entering the premises.
5. Employees who refuse to submit to an alcohol and drug screening, refuse a search or have a positive alcohol or drug screen will be subject to termination.

#### 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.**

## **VIOLATIONS**

Any employee failing to satisfy the requirements of this policy or violating the prohibitions of this policy will be subject to corrective action, including the possibility of termination.

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## **ACKNOWLEDGEMENT**

I have read the above Alcohol & Drug Use Policy and understand that I am expected to comply with this policy.

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Signature

Date: \_\_\_\_\_