

# **Town of Weld**

## **Drug and Alcohol Policy**

Employees of the Town of Weld (“Town”) are not permitted to use, sell, transfer, possess, or be under the influence of alcohol or illegal drugs while on Town premises, on work duty, and on breaks.

Town recognizes that there are state laws that decriminalize the use of marijuana for recreational and medical purposes. However, marijuana is still an illegal substance under federal law. Employees are not permitted to use, sell, transfer, possess, or be under the influence of marijuana in any form, or to be under the influence of marijuana, while on Town property, on work duty, or on breaks. An employee may be presumed to be under the influence of marijuana if s/he has ingested marijuana in any form within two (2) hours of starting work. Furthermore, employees must ensure that their persons and effects do not emit the odor of marijuana (or any other illegal drug or alcohol) in the workplace.

Any employee using a prescription or over-the-counter medication that could interfere with job safety or job performance must notify the Town. Use of any prescription medication in a manner that impacts employee safety or renders an employee unable to perform the essential functions of the job (with or without reasonable accommodation) is not permitted.

Any employee suspected of violating this policy will be promptly removed from his or her work area and work duties, and the matter will be investigated by the employee’s relevant department head. Any employee who suspects another employee of possessing, using, or being under the influence of alcohol or illegal drugs in violation of this policy are required to immediately report their suspicion to the relevant department head, and cooperate in any subsequent investigation. If it is found that an employee has violated this Drug and Alcohol policy, that person may be disciplined, up to, and including, termination.