



Policy HR 14.3 Drug-free Workplace

Adopted by the Library Board of Trustees: 01/24/2013

Based on the federal Drug-Free Workplace Act of 1988, the manufacturing, distribution, dispensation, possession or use of alcohol or unlawful drugs, including marijuana on Library premises or during work hours by NOLS employees is strictly prohibited. Employees also must notify NOLS within five (5) days of any conviction for a drug violation occurring in the workplace or during work hours. Violation of this policy can result in disciplinary action, up to and including termination. Failure to successfully complete a rehabilitation program is grounds for termination.

I. Administration

The Library Director is responsible for administering this policy.