



SCOTTS VALLEY WATER DISTRICT

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Policy

Number:	P100-17-2	Type of Policy:	Administration
Title:	Drug and Alcohol Free Workplace		
Description:	Designates Scotts Valley Water District as a Drug and Alcohol Free Workplace		
Original Adoption:	05/04/17	Reviewed:	06/20/19
Review Cycle:	5 years	Resolution No.:	09-17

The Scotts Valley Water District provides a safe and drug-free work environment. The use of drugs and alcohol is counterproductive to the District's mission, vision and values. With this in mind, the following policy is established for all employees, interns, temporary employees, contractors and elected officials.

The District prohibits employees from being impaired or under the influence of alcohol and/or drugs at work. The use of such substances on work time, including break time and when on stand-by or on District premises is prohibited.

The District also prohibits the possession, distribution, purchase or sale of illegal drugs, or prescription medication without a prescription, in the workplace.

The District has no intention of interfering with the private lives of its employees unless involvement with alcohol or drugs off the job affects job performance or public safety.

The General Manager may provide for an exception to this policy related to the minimal use of alcoholic beverages for ceremonial purposes.