

RESOLUTION REGARDING DRUG-FREE WORKPLACE

The SOUTH HENRY REGIONAL WASTE DISTRICT (DISTRICT) as a grantee receiving grants, including cooperative agreements, from any Federal agency hereby certifies that it will provide a drug-free workplace pursuant to any and all Federal and State laws. DISTRICT certifies that it will provide a drug-free workplace by:

(a) Publishing a policy statement notifying employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the grantee's workplace and specifying the actions that will be taken against employees for violation of such prohibition;

(b) Establishing an ongoing drug-free awareness program to inform employees about:

-The dangers of drug abuse in the workplace;

-The grantee's policy of maintaining a drug-free workplace;

-Any available drug counseling, rehabilitation, and employee assistance programs; and,

-The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace;

(c) Making it a requirement that each employee to be engaged in the performance of the grant be given a copy of the statement required by paragraph (a);

(d) Notifying the employee in the statement required by paragraph (a) that, as a condition of employment under the grant, the employee will:

-Abide by the terms of the statement; and

-Notify the employer in writing of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 calendar days after such conviction;

(e) Notifying the agency in writing within 10 calendar days after receiving notice under subparagraph (d)(2) from an employee or otherwise receiving actual notice of such conviction;

(f) Taking one of the following actions, within 30 calendar days of receiving notice under subparagraph (d)(2), with respect to any employee who is so convicted:

-Taking appropriate personnel action against such an employee, up to and including termination; or

-Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency. [Public Law 100-690 Title V, Subtitle D, 41 USC 701 et seq.]

Billy L. Long
President

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