

# **TOWN OF WEATHERSFIELD, VERMONT**

## **DRUG FREE WORKPLACE**

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### **I. POLICY OBJECTIVES**

The Town of Weathersfield is committed to providing a drug-free workplace for the health and safety of its employees and any citizens who may utilize Town services.

### **II. GENERAL PRACTICES**

- (a) The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in any workplace of the Town of Weathersfield.
- (b) The Town provides an ongoing drug-free awareness program through the Vermont League of Cities and Town's Property and Casualty Inter-municipal Fund.
- (c) The Town will provide drug counseling, rehabilitation, and employee assistance programs to any employee or official through INVEST-EAP or similar provider under contract to the Town.
- (d) Violation of the terms of this Policy may result in disciplinary action, including suspension and/or termination of person(s) found in violation of the Policy.

### **III. INCONSISTENT POLICIES REPEALED**

This Policy shall amend and replace any provisions of any policy of the Town of Weathersfield in effect at the time of enactment of this amended Policy governing any activity included in this amended Policy.

### **IV. SEVERABILITY**

If any section, subsection, subdivision, paragraph, sentence, clause, or phrase of this Policy, or any part thereof, is for any reason held to be unconstitutional or invalid or ineffective by any court of competent jurisdiction, such decision shall not affect the validity or effectiveness of the remaining portions of this Policy or any part thereof.

The Select Board hereby declares that it would have passed each section, subsection, subdivision, paragraph, sentence, clause, or phrase thereof irrespective of the fact that any one or more sections, subsections, subdivisions, paragraphs, sentences, clauses, or phrases be declared unconstitutional or ineffective.

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**V. DISTRIBUTION**

- (a) This Policy shall be incorporated into the Town of Weathersfield's personnel rules and regulations.
- (b) A copy of this Policy shall be provided to each employee and appointed/elected official of the Town of Weathersfield.

**VI. EFFECT**

No section of this Policy shall be construed to supersede or replace any Federal law or Vermont statute.

This Policy shall be entered in the minutes of the Select Board's meeting.

The foregoing Policy is hereby adopted by the Selectors of the Town of Weathersfield, Vermont, this sixteenth day of October, 2003, and is effective as of this date until amended or repealed.

Henry C. Cobb, Jr., Vice Chairperson  
Norman John Arrison, Board Clerk  
Daniel E. Boyer