



**Policy Type:** Board

**Category:** Personnel

**Policy Name:** Controlled Substance and Alcohol Testing Policy - Board Policy 3.17

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### **3.17 CONTROLLED SUBSTANCE AND ALCOHOL TESTING POLICY (Adopted 8-29-95)**

Santa Clara County has a long-standing commitment to maintain the highest standards for employee safety and health. The use of controlled substances and/or the misuse of alcohol is contrary to these high standards. The safety of the public, as well as the safety of fellow County employees, requires that no individual be permitted to perform duties while under the influence of drugs or alcohol.

It is the County's policy that each employee who performs safety-sensitive duties shall do the following:

- Participate in mandatory training about the effects and consequences of prohibited drug and alcohol use on personal health, safety, and the work environment; and
- Participate in the controlled substances and alcohol testing program; and
- Report to work without the presence of any controlled substance, or alcohol above a 0.02 blood alcohol concentration, in her or his body.



## County of Santa Clara

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### Related Policies

None.

### Related Forms and Information

None.

### History

| Date      | Changes Made                  |
|-----------|-------------------------------|
| 1/23/2014 | Policy Uploaded. (John Myers) |
| 8/29/1995 | Policy Adopted.               |