TENNESSEE DISTRICT ATTORNEYS GENERAL CONFERENCE
DRUG-FREE WORKPLACE POLICY

Illegal and excessive use of drugs has become an epidemic in our state. Any abuse and use at the workplace are subjects of immediate concern in our society. From a safety perspective, the users of drugs may impair the well-being of all employees, the public at large, and result in damage to state property. Drug use may also seriously impair an employee's ability to perform his or her job; therefore, it is the policy of the State of Tennessee that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance in the state's workplace is prohibited. Any employees violating this policy will be subject to discipline up to and including termination. The specifics of this policy are as follows:

1. The unlawful manufacture, distribution, possession or use of a controlled substance is prohibited in or on the workplace. Such manufacture, distribution, possession or use while on the job or state property will subject the violator to discipline up to and including termination.

2. The term "controlled substance" means any drug listed in 21 U.S.C. 812 and other federal regulations. Generally, these are drugs which have a high potential for abuse. Such drugs include, but are not limited to, Heroin, Marijuana, Cocaine, PCP, and "Crack." They also include "legal drugs" which are not prescribed by a licensed physician to an alleged violator.

3. Each employee is required by law to inform this agency within five (5) days after he or she is convicted for violation of any federal or state criminal drug statute where such violation occurred on state property. A conviction means a finding of guilt (including a plea of nolo contendre) or the imposition of a sentence by a judge or jury in any federal or state court.

4. The Personnel Director must then notify the U.S. Government agency with which the grant was made within ten (10) days after receiving the notice from the employee or otherwise receiving actual notice of such a conviction.

5. If an employee is convicted of violating any criminal drug statute while on the workplace, he or she will be subject to discipline up to and including termination. Alternatively, the Agency may require the employee to successfully finish a drug abuse program sponsored by an approved private or governmental institution.

6. As a condition of employment or continued employment on any federal government grant, the law requires all employees to abide by this policy.

THE POLICY STATED HEREIN IS BEING ADOPTED BY THIS AGENCY IN COMPLIANCE WITH THE DRUG-FREE WORKPLACE ACT.

James B. Dunn
President
Tennessee District Attorneys General Conference

8-4-16
Date

I hereby acknowledge that I have read and fully understand the Drug-Free Workplace Policy.

Social Security No. _____ Employee Signature _____ Date _____