

Substance Abuse Policy

Drugs and Alcohol

Employees involved in any unauthorized use, possession, transfer, sale, manufacture, distribution, purchase, or presence of drugs/alcohol or drug paraphernalia on the Town of Randolph's property or having reported to work with detectable levels of illegal drug or alcohol will be subject disciplinary action, including termination.

Definition of terms in policy:

- a. **Drug paraphernalia:** Objects used to manufacture, compound, convert, produce, prepare, test, analyze, pack, re-pack, store, contain, conceal drugs or inject, ingest, inhale, or otherwise introduce a drug to the human body.
- b. **Drugs Unauthorized/Illegal):** Narcotics, marijuana, hashish, cocaine, alcohol, and controlled substances or medications other than those sold to the public on a nonprescription basis or those prescribed to an employee by a duly licensed physician.
- c. **Prescription Drugs:** Those medications (containing drugs or other controlled substances) that are prescribed to and individual by an authorized physician, carried in its original container that is labeled by a licensed pharmacist, and taken as directed.