

711 Drug Testing

Effective Date: 7/25/22

HISID is committed to providing a safe, efficient, and productive work environment for all employees. Using or being under the influence of drugs or alcohol on the job may pose serious safety and health risks. To help ensure a safe and healthful working environment, all successful employment candidates/applicants will be required to submit to drug testing to confirm the presence or absence of illicit or illegal drug or alcohol use **prior to beginning work**. Potential employment candidates/applicants who refuse to submit to drug testing, or who test positive for the use of illegal drugs **without the appropriate prescription and/or a State of Arkansas Medical Marijuana Identification Card**, will not be hired by HISID.

It shall be a condition of employment for all District employees who drive a HISID vehicle or operate any HISID equipment to submit to drug testing under the following circumstances:

- When there is a reasonable suspicion that an employee is using illegal drugs or under the influence of alcohol;
- When an employee is involved in an on-the-job accident that causes personal injury and/or damage to HISID property; and
- Periodic random sample screening.

Employees who do not drive a HISID vehicle or operate HISID equipment, may also be subject to a drug test when there is a reasonable suspicion that an employee is using illegal drugs or under the influence of alcohol while at work.

Any employee who tests positive for illegal drug or alcohol abuse, or refuses to submit to drug testing will be subject to disciplinary action, up to and including immediate termination of employment, and/or required participation in a substance abuse rehabilitation or treatment program. **Use of medical marijuana or other prescription drugs may be allowed for certain positions depending on the nature of the job and the associated risk if the employee can provide a prescription from their doctor or a current State of Arkansas Medical Marijuana Identification Card issued by the Arkansas Alcohol and Beverage Control. HISID reserves the right to reassign, suspend, or terminate an employee who is under the influence of alcohol or any other drug(s) while at work when such circumstances may create a risk to property, the employee, or any person, even if the employee has a prescription or a Medical Marijuana Identification Card.** All employees occupying positions which require a Commercial Driver's License in order to carry out the duties of their position are regulated under **Sec. 14-31. - Testing for Controlled Substances and Alcohol.** ~~a separate regulation/resolution as approved by the Board of Commissioners.~~