

Drug and Alcohol Testing for Employees without Commercial Driver's License

The BOCES is committed to the safe operation of all BOCES vehicles. The BOCES has adopted this drug and alcohol testing policy to prevent accidents and injuries resulting from the misuse of alcohol or the use of controlled substances by operators of BOCES vehicles (non-CDL drivers). Use of controlled substances and misuse of alcohol impairs an employee's ability to perform safely on the job, which may result in increased safety risks, hazards to the public, employee injuries, and impaired decision-making.

Testing under this policy is not being conducted pursuant to the Federal Highway Administration Controlled Substance and Alcohol Testing Rule. The administrative and testing procedures and employee requirements for post-accident and reasonable suspicion tests are set forth in the regulation accompanying this policy. The BOCES may elect to join a consortium which administers tests and performs related duties.

This policy applies to BOCES employees who are required to drive BOCES vehicles as part of their regular job duties, or who volunteer to drive BOCES vehicles.

It is a violation of this policy for an employee to refuse a controlled substance and/or alcohol test, or to refuse to release the results of a test. Such refusal shall be grounds for disciplinary action, including termination.

EAST CENTRAL BOCES BOARD POLICY

Adopted: November 19, 2014