

# CITY OF STAMFORD

## Drug-Free Workplace Policy

The City of Stamford recognizes that abuse of drugs and alcohol is a national problem. Further, the City of Stamford is committed to providing a drug-free workplace for its employees. The City is equally committed to providing rehabilitation for those employees addicted to drugs and alcohol. This Drug-Free Workplace Policy (Policy) reflects the City's intent to maintain a drug-free workplace in order to promote the safety of all employees, customers, and the general public and to comply with the federal requirements of The Drug-Free Workplace Act of 1988.

1. This Policy includes the following prohibitions:
  - A. While on City property and/or while conducting City duties, no employee may use, consume, possess, manufacture, distribute, dispense, sell, or be under the influence alcohol, drugs, or any controlled substance. The lawful use of prescribed drugs is permitted on the job only if it does not impair an employee's ability to perform his or her job effectively and in a safe manner.
  - B. The off-duty use, possession, manufacture, distribution, dispensation, or sale of marijuana, drugs, or any controlled substance that is inconsistent or in conflict with the employee's job or duties, is also prohibited, except for the lawful use of prescription drugs and medical marijuana as long as it does not result in intoxication or impairment on the job.
  - C. Reporting to work under the influence of alcohol, drugs, or any controlled substance is prohibited.
2. As used in this Policy, "Marijuana" means all parts of any plant, or species of the genus cannabis containing more than 0.3 % Tetrahydrocannabinol (THC) by dry weight. "Marijuana" does not include hemp or products derived from hemp. For the purposes of this Policy, the term "drugs" includes, but is not limited to, any form of marijuana.
3. Employees must inform the Director of Human Resources or designee within five (5) days of any conviction for violation of a state or federal drug statute. A conviction means a finding of guilty, including a plea of nolo contendere, or the imposition of a sentence by a judge or jury in any federal or state court.
4. For the avoidance of doubt, the City of Stamford prohibits the possession, use or other consumption of marijuana by an employee while on duty, subject to certain exceptions as set forth in Public Act No. 21-1, An Act Concerning Responsible and Equitable Regulation of Adult-Use Cannabis (RERACA).

5. The City may take appropriate adverse or other employment action based upon, (i) a reasonable suspicion of an employee's use of any intoxicating substances or being impaired by alcohol, marijuana, drugs, or any controlled substance while engaged in the performance of an employee's work responsibilities at the workplace, including remote workplace, or while on-call or (ii) if the City determines that an employee manifests specific, articulable symptoms of impairment in the workplace, including the remote workplace, while conducting City duties, or while on-call that decreases or lessen the employee's performance of the duties or tasks of the employee's position. "Articulable symptoms" include, but are not limited to: (i) symptoms of the employee's speech, physical dexterity, agility, coordination, demeanor, irrational or unusual behavior, or negligence or carelessness in operating equipment or machinery, (ii) disregard for the safety of the employee or others, or involvement in any accident that results in serious damage to equipment or property, (iii) disruption of a production or manufacturing process, or (iv) carelessness that results in any injury to the employee or others.
6. Nothing in this policy will prohibit the possession of medical marijuana by a qualifying patient in accordance with RERACA.
7. All employees must agree to fully comply with the terms of this Policy as a condition of employment.
8. Failure to adhere to the conditions outlined above will result in disciplinary action, up to and including termination of employment.



Alfred C. Cava, Director of Human Resources

10-26-2021

Date

Adopted: 10-23-1986  
Amended: 12-12-2002  
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