



**TOWN OF WAREHAM
BOARD OF SELECTMEN**
54 Marion Road
Wareham, Massachusetts 02571

POLICY NO. 89-9

DRUG FREE WORKPLACE

(A) The Board of Selectmen hereby notifies all employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the workplace and actions will be taken against employees for such prohibition.

(B) The Board of Selectmen hereby establish a drug-free awareness program and informs employees of:

- (1) the dangers of drug abuse at the workplace;
- (2) the Town's policy of maintaining a drug-free workplace;
- (3) the availability of drug counseling, rehabilitation, and employees assistance programs through the Wareham Area Counseling Service and the Alcoholic Family Counseling Service;
- (4) the severe penalties that may be imposed upon employees for drug abuse violations occurring in the workplace.

(C) All Town employees shall be given a copy of this statement.

(D) All employees are hereby notified that, as a condition of employment, the employee will:

- (1) abide by terms of this statement; and
- (2) notify his superiors of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction.

(E) The Town shall notify the Executive office of Communities & Development within (10) days after receiving notice under subparagraph (D) (2) or otherwise receiving actual notice of such conviction from an employee funded in whole or in part by an EOCD grant.

(F) The Town may take one of the following actions, within (30) days of receiving notice under subparagraph (D) (2), with respect to any employee who is so convicted:

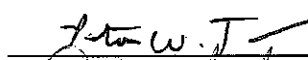
- (1) taking appropriate personnel action against such an employee, up to and including termination; and
- (2) requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State or local health, law enforcement, or other appropriate agency.


(G) The Town will continue to make a good faith effort to continue to maintain a drug-free workplace thought implementation of this policy.

(H) this policy will comply with current Massachusetts General Laws.

This policy will take effect immediately.

Date amended: January 28, 2014

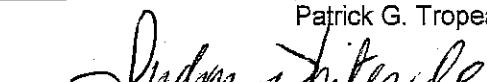

Peter W. Teitelbaum, Chairman


Stephen M. Holmes



Alan H. Slavin, Clerk

Patrick G. Tropeano


Judith Whiteside