



**ELITE**  
.....**HR TEAM**.....

## Drug Abuse

### DRUGS AND THE LAW

#### The Drug-Free Workplace Act



Applies to recipients of federal grants or contracts of \$28,000 or more.

Requirements include:

- ✓ Enforced, written drug-free workplace policy
- ✓ Educating employees about drug abuse dangers and treatments
- ✓ Imposing sanctions and/or demanding treatment for employees convicted of a drug-related crime in the workplace and notifying the contracting agency of the conviction.

#### The Drug-Free Workplace Act

Does not consider current use of illegal drugs a disability.

Employers may:

- ✓ Ban workplace drug and alcohol use or working under their influence
- ✓ Fire or refuse to hire a current user of illegal drugs



#### Omnibus Transportation Employee Testing Act

Requires random drug testing and alcohol testing of safety-sensitive employees in the aviation, highway, rail, and mass transit industries, with follow-up tests to confirm any positive results.

#### Know your employer's policies on drugs in the workplace, including:

- ✓ Banning drugs at work or working under their influence
- ✓ Penalties for workplace use, possession, or sale of illegal drugs
- ✓ Drug testing
- ✓ Employee assistance programs for drug abuse problems