

County of Hawaii
DRUG-FREE WORKPLACE POLICY

BACKGROUND

The growing epidemic and dangers of drug abuse are clear and well established as noted in the findings of Congress set forth in Section 5251 of the Anti-Drug Abuse Act of 1988 which state, in part, that:

- 1) Approximately 37 million Americans used an illegal drug in the past year and more than 23 million Americans use illicit drugs at least monthly, including more than 6 million who use cocaine;
- 2) Illicit drug use adds enormously to the national cost of health care and rehabilitation services;
- 3) Illegal drug use can result in a wide spectrum of extremely serious health problems, including disruption of normal heart rhythm, small lesions of the heart, high blood pressure, leaks of blood vessels in the brain, bleeding and destruction of brain cells, permanent memory loss, infertility, impotency, immune system impairment, kidney failure, and pulmonary damage, and in the most serious instances, heart attack, stroke, and sudden death;
- 4) Approximately 25 percent of all victims of AIDS acquired the disease through intravenous drug use;
- 5) Over 30,000 people are admitted to emergency rooms in 1986 with drug-related health problems, including nearly 10,000 for cocaine alone;
- 6) 10 to 15 percent of all highway fatalities involve drug use;
- 7) Illegal drug use is prevalent in the workplace and endangers fellow workers, national security, public safety, company morale, and production;
- 8) It is estimated that 1 out of every 10 American workers have their productivity impaired by substance abuse;
- 9) It is estimated that drug users are 3 times as likely to be involved in on-the-job accidents, are absent from work twice as often, and incur 3 times the average level of sickness costs as non-users;

- 10) The total costs to the economy of drug use is estimated to be over \$100,000,000,000 annually;
- 11) The connection between drugs and crime is well proven.

POLICY

The County of Hawaii is committed to maintaining a drug free workplace and promoting a safe and healthy work environment for all employees.

Employees shall not engage in the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance on County premises or on County time. These activities are not only illegal, but may impair an employee's health or adversely affect other employees.

Employees who work in operations receiving federal funds and which operations are subject to the Drug-Free Workplace Act of 1988 shall notify their department head(s) or designee(s) in writing of any criminal drug statute conviction against the employees which occurred on County premises or on County time. The written notice shall be given within five (5) calendar days of the conviction.

Employees are encourage to use the County's confidential Employee Assistance Program to work out problems they may have involving substance abuse regardless of whether or not such abuse affect their performance on the job.

The Department of Civil Service shall be responsible for promulgating and implementing procedures necessary to carry out this policy and the provisions of the Drug-Free Workplace Act of 1988.

Departments shall cooperate with the Department of Civil Service in carrying out the spirit and intent of this policy.

OBJECTIVES

The objectives of this policy are to:

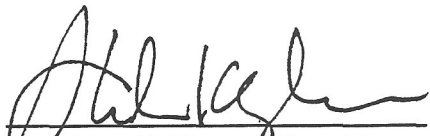
- A. Protect the health, safety, and welfare of both employees and the public.
- B. Eliminate disruptive or illegal drug-related activity on County premises or on County time.
- C. Comply with the requirements of the Federal Drug-Free Workplace Act of 1988.

VIOLATIONS

Violations of this policy shall be subject to appropriate disciplinary action, including dismissal from county employment.

PREVIOUS POLICY RESCINDED

The Drug-Free Workplace Policy issued on March 16, 1989 is rescinded and is replaced by this policy.



Stephen K. Yamashiro, Mayor
County of Hawaii

Date: 2/5/93