

**LAKE COUNTY**  
**BOARD OF COUNTY COMMISSIONERS**

**POLICY**

Title: Drug Free Workplace

Number: LCC-28

Cancels: Policies and Practices Employee Manual - Section 6 - Drug Free Workplace, approved Sept 7, 1999

Approved: 11/21/06

**I. OBJECTIVE**

The Lake County Board of County Commissioners is committed to maintaining a workplace that is free from the presence and effects of drugs and/or alcohol, providing the highest level of service to its citizens, and minimizing the risk of accidents and injuries.

**II. REFERENCES**

Florida Statute, Chapter 440.012, Drug-Free Workplace Program Requirements

**III. DIRECTIVES**

The County prohibits employees from using, selling, dispensing, distributing, possessing, or manufacturing illegal drugs and/or alcoholic beverages while on County premises, work sites, or in a County vehicle. In addition, employees are prohibited from off-premise use of alcohol and possession, use, and/or sale of illegal/prescription drugs, when such activities adversely effect job performance, job safety, or interferes with the County's ability to carry out its mission.

Pursuant to Drug Free Workplace regulations, Lake County conducts the following types of drug and/or alcohol tests: reasonable suspicion, post accident, routine fitness for duty, and follow-up. Safety sensitive and high-risk positions are also subjected to pre-employment and random drug/alcohol tests.

An employee will be subject to corrective action, up to and including termination, for violation of this policy.

The County Manager shall establish procedures to implement this policy.

**IV. RESERVATION OF AUTHORITY**

The authority to issue or revise this Policy is reserved to the Board of County Commissioners.

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Welton G. Cadwell, Vice Chair  
Board of County Commissioners  
Lake County