

Drug-Free Workplace Policy

Norton Housing Authority adheres to the principles of the Drug-Free Workplace Act, 41 USC Chapter 81, Sections 8101-8105. The use of illicit drugs and alcohol at Norton Housing Authority, workshops, conferences or on any property associated with Norton Housing Authority impairs the safety and health of employees, lowers the productivity and quality of work performed, and undermines the public's confidence in the housing authority. Only in an environment free of substance abuse can Norton Housing Authority fulfill its mission of developing the professional potential of each member of this staff.

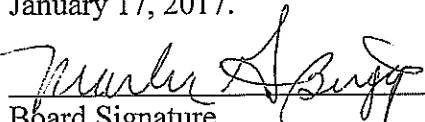
The unlawful possession, use, or distribution of illicit drugs and alcohol on housing authority property or as part of any housing authority activity is prohibited. All members of the Norton Housing authority staff, both administrative and maintenance departments - are urged to carefully and seriously reflect on their personal responsibility to remain drug-free, and further, to demonstrate care and concern for others through timely intervention, support, and referral.

An employee of the housing authority shall not unlawfully manufacture, distribute, dispense, possess, or use controlled substances or alcohol on housing authority property or in conjunction with any housing authority activity.

All employees are expected to be capable of satisfactorily performing their jobs and behaving properly. The use of illegal drugs by housing authority employees, at any time, will not be tolerated. Moreover, the use of alcohol or other intoxicants or the effects of the use of alcohol or other intoxicants during work hours will not be tolerated. Employees who violate this policy will be subjected to disciplinary action up to and including termination.

Any employee who is convicted of a violation of any criminal drug statute must notify the Executive Director of the Norton Housing Authority in writing no later than 5 days after such conviction.

This policy was approved by the Board of Commissioners for the Norton Housing Authority on January 17, 2017.


Board Signature