

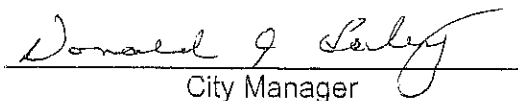
## City of Sterling Drug Free Policy

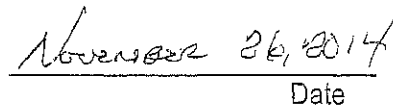
In accordance with the Federal **Drug Free Workplace Act of 1988**, the City of Sterling, as a federal grant recipient is required to certify to the granting agency that the City will ensure a drug-free workplace. Failure to comply with this requirement could result in suspension of the grant payments or termination of grant payments, or both.

The City of Sterling recognizes alcohol and drug abuse as a potential source of health, safety, and security problems. The City of Sterling expects all employees to assist in maintaining a work environment free from the effects of alcohol, drugs or other substances which impair the judgment or functioning of the employee. **Compliance with this substance abuse policy is made a condition of employment.**

1. The City of Sterling prohibits employees from the manufacture, possession, use, consumption, distribution, or purchase of non prescribed drugs and intoxicants on City premises and from working under the influence of alcohol, illegal drugs, or intoxicants during working hours. (Except for Criminal violations and regulations as specified in 49CFR 382, the City of Sterling reserves the right to establish what will constitute a definition of impairment or under the influence on a case by case basis.)
2. Notwithstanding anything in State Law to the contrary, employees are advised the marijuana remains an illegal controlled substance under Federal law and constitutes an illegal drug for purposes of these guidelines. City employees are prohibited from using, possessing, or being impaired by or under the influence of marijuana while performing work for the City of Sterling. The City also prohibits the possession, consumption, use, display, transfer, distribution, sale, transportation, and cultivation of marijuana on City premises or in City vehicles.
3. All employees are required to report to their jobs in an appropriate mental and physical condition, ready to work. If an employee may be impaired because of taking medication according to a doctor's prescription or an over the counter medication, they are expected to discuss it with their supervisor before commencing work that day.
4. Any employee who is convicted of any violation of any criminal drug statute (including misdemeanors for a violation occurring on City property or during working time) shall notify the Human Resource Department within five (5) working days of the date of conviction. A conviction includes any finding of guilty (including one agreed to by the employee or diversion) or plea of no contest and/or any imposition of a fine, jail sentence or other penalty.
5. Any violation of this substance abuse policy shall result in discipline, up and including dismissal from city service, under the City's discipline policy.
6. **While the City does not have a formal employee assistance program, the use of other available resources, including any applicable health insurance coverage, is encouraged for any employee desiring drug counseling or rehabilitation.** When work performance is impaired, however, use of or enrollment in an applicable program offered does not preclude appropriate action by the City of Sterling. The City of Sterling retains full and final discretion on whether, when, and under what conditions an employee may be re-employed after an instance of substance abuse.

The above policy provisions are adopted pursuant to the Drug-Free Workplace Act of 1988. The City reserves the right to administer drug and/or alcohol screens based upon reasonable suspicion or post-accident scenarios.

  
City Manager

  
Date

Centennial Mental Health Center  
211 W. Main St.  
522-4392

**Programs**

State of Colorado certified and licensed  
Alcohol and Drug Abuse treatment- Adult and Adolescent  
Alcohol and Drug Abuse counseling, individual and group – Adult and Adolescent  
Support groups for both adults and adolescents  
DUI and minor alcohol (i.e. open container) sentence programs

**Related Services**

Marriage Counseling, support for abused partners, family support groups

**Fees**

Fees charged on a sliding scale, based on income, insurance claims accepted

Platte River Counseling  
217 N. Front St.  
522-9694

**Programs**

State of Colorado certified and licensed  
Alcohol and Drug Abuse treatment- Adult and Adolescent  
Alcohol and Drug Abuse counseling, group – Adult and Adolescent  
DUI and minor alcohol (i.e. open container) sentence programs

**Related Services**

Domestic Violence counseling

**Fees**

Fees charged on a modified sliding scale.

Alcoholics Anonymous  
1325 N. 7<sup>th</sup> St.  
522-4538  
If no answer call 522-5923

**Programs**

Adult and Youth Support Groups  
Support for family members

**Fees**

No fees charges. Alcoholics Anonymous is supported by voluntary donations.