

Drug and Alcohol Policy

(from SOE Employee Handbook, Revision 08/2019, page 12)

We are a drug-free workplace. We guard against abuse of alcohol and the use of illegal drugs which have a serious impact on America's workforce. Any risk to the safety of our deputies or members of the public or compromise the quality of our work or our productivity as a result of the abuse of alcohol, abuse of legal drugs or use of illegal drugs is prohibited. In accordance with Florida law, it is the policy of the Elections office to maintain a drug-free workplace. Deputies reporting to work with alcohol or unlawful drugs in their bloodstream or urine are in violation of this policy and are subject to drug testing and/or disciplinary action, up to and including discharge. Deputies must refrain from using unlawful drugs on or off the job and abide by the terms of this policy. The use, sale, manufacture, distribution, purchase, possession, dispensing or being impaired and/or under the influence of illegal drugs, misuse of legal drugs, non-prescribed controlled substances or alcohol on County property while on duty is strictly prohibited. During your appointment as deputy, if the office has reason to believe that you have consumed alcohol or illegal or controlled substances or reported to work with alcohol or illegal drugs in the body system, including but not limited to a workers' compensation accident or injury, you may be directed to submit to a drug test.