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DRUG AND ALCOHOL POLICY

It is the Cold Spring Harbor Library's goal to provide a drug-free, healthful and safe workplace. To promote this goal, employees are required to report to work in appropriate mental and physical condition to perform their jobs.

While on the premises of the Library or while conducting business-related activities off the Library's premises, no employee may use, possess, distribute, sell or be under the influence of alcohol, illegal drugs, or cannabis. The use of legally prescribed drugs and/or over-the-counter drugs is permitted on the job only if it does not impair an employee's ability to perform the essential functions of the job effectively and in a safe manner that does not endanger other individuals.

Violations of this policy may lead to disciplinary action, up to and including immediate termination of employment.

Approved April 3, 2023