

# Drug Free Workplace

In accordance with the State of Illinois Drug Free Workplace Act, employees are prohibited from engaging in the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance on the premises of the Zion-Benton Public Library District or as a part of any activity of the Zion-Benton Public Library District. For purposes of this policy, the term "controlled substance" means a controlled substance as defined in the Illinois Controlled Substances Act or cannabis as defined in the Cannabis Control Act.

Employees who are under the influence of any such controlled substance are prohibited from the library's premises or any other Zion-Benton Public Library District work environment.

Sanctions for violation of this policy extend to and include termination of employment and referral for prosecution consistent with applicable local, state, and federal law.

The Library Director shall take appropriate measures to inform employees of this policy, including a statement that compliance with this policy is mandatory.

As a condition of initial or continued employment, employees shall abide by the terms of this policy and shall notify the Library Director of any criminal drug statute conviction for a violation occurring in the work place no later than five days after such conviction.

Adopted 06/22/92