

CITY OF NEW HOPE

DRUG AND ALCOHOL POLICY FOR CITY FACILITIES

Unless specifically authorized, no employee shall use, possess, manufacture, distribute, dispense, sell or transfer drugs, alcohol, or drug paraphernalia while the employee is working or while on City premises or operating City vehicles, machinery or equipment.

Exceptions to this policy are authorized in the following circumstances:

- a valid medical prescription;
- police officers in the performance of duty and while acting under proper and specific orders from a superior officer;
- the sale of an alcoholic beverage is part of an employee's job duty;
- the City Manager approves the use of alcoholic beverages at specific City celebrations;
- by ordinance, within City Parks and related facilities, when employees are off-duty and said use and possession is not prohibited to members of the general public.

Violations of this policy will result in disciplinary action, up to and including termination, and may have legal consequences.

Reference: City of New Hope Drug and Alcohol Policy adopted by Council Resolution No. 94-169 in compliance with the federal Drug-Free Workplace Act of 1988.